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90159—1

Transfer of National Employment Service

Government decides to implement one of recommendations of Gill Committee of Inquiry and transfer administration of NES to Department. Committee named to effect the transfer

The administration of the National Employment Service is to be transferred from the Unemployment Insurance Commission to the Department of Labour. Hon. Allan J. MacEachen, Minister of Labour, announced in the House at the end of February that the Government had decided to implement this recommendation of the Gill Committee of Inquiry into the Unemployment Insurance Act.

"The primary reason for this transfer is to develop an integrated approach to implementing manpower policy and programs in Canada, and to correct the negative image from which the Employment Service suffers in the public mind from its close association with the payments of benefits to the unemployed," Mr. MacEachen said in making the announcement.

"In making this decision I want to say that there is no criticism of the present administration of the National Employment Service. The Unemployment Insurance Commission has applied its best efforts within the existing administrative organization and in the light of the limitations that have existed respecting staff and facilities," he continued.

"The decision has been made rather in order to co-ordinate in the Department of Labour, as the Gill Committee recommended, those services which are concerned with the development of manpower policy as well as those concerned with the organization of the labour market."

Impact on Economy

A strong employment service could have an important impact on the national economy, the Minister pointed out. Solutions to the problems of unemployment must be found, and these in turn might well remove some of the pressing problems facing the Unemployment Insurance Commission.

"The Gill Committee, I might add, in this connection recommended a strengthening of the Unemployment Insurance Branch as well as of the National Employment Service. The Committee recognized the complexity of unemployment insurance operations, and that the Commission had been hampered by lack of a staff establishment adequate in terms of both numbers and level of training and skill."

Mr. MacEachen recalled that in the past the Department of Labour and the National Employment Service had had a common interest in and responsibility for the development and implementation of manpower and labour market programs. The Employment Service Co-ordination Act of 1919 had in fact been administered by the Department of Labour until the UIC came into being in 1941.

"Since then an active working relationship has been maintained in such areas as labour mobility, manpower utilization and adjustment, training, vocational rehabilitation, winter employment and other employment programs.

More Positive Approach

"The merging of the National Employment Service with the Department of Labour will result in a stronger and more positive approach to the solution of manpower problems in Canada," he said.

Since his statement to the House last June, he had continued to stress the importance of co-ordinated and well-balanced manpower programs, in preference to a series of disconnected efforts. The development and administration of manpower policy through a single agency, which the transfer of the NES would make possible, was necessary to this end, the Minister said.

"A close link will, of course, continue to be maintained with the administration of unemployment insurance benefits to ensure that referrals to suitable employment are made for benefit recipients.

"I might add that the National Employment Committee, which has served in an advisory capacity to the Unemployment Insurance Commission, has unanimously recommended the implementation of this particular recommendation of the Gill Committee. Employer, union and other national associations in Canada have also endorsed the desirability of the transfer."

To effect the transfer, the Government has set up a committee consisting of George Davidson, head of the Bureau of Government Organization; George Haythorne, Deputy Minister of Labour; and Laval Fortier, Chief Commissioner of the UIC.

Mr. MacEachen said that the transfer would be made without interruption of service to the public.

From the Labour Gazette, April 1914

50 Years Ago This Month

British Columbia Royal Commission recommends establishment of system of compulsory insurance for workmen's compensation and repeal of province's existing Workmen's Compensation Act

The establishment of a system of compulsory state insurance for workmen's compensation and repeal of the existing Workmen's Compensation Act was one of the most important recommendations of a Royal Commission appointed at the end of 1912 by the Government of British Columbia to inquire into labour conditions in the province.

The report of the Commission, which was summarized in the LABOUR GAZETTE for April 1914, advised that a workmen's compensation board should be established to initiate and control a state insurance scheme. Such a plan, according to the recommendation, would be limited to dangerous employments, but other employers might be included on request.

The report recommended that all actions at law be abolished, that the employer be taxed a percentage of his payroll, based on the risk of his particular business, and that an employee who was off work for two weeks as a result of an accident be paid compensation from the date of the accident. The scale of compensation was left for the Legislature to decide, but it was recommended that it should be based on the earning capacity of the employee. Workmen engaged on Sunday work, the report said, should not thereby be debarred from compensation.

Another recommendation declared that private employment agencies were unsatisfactory, and advised that municipal labour bureaus should be set up in all cities of more than 10,000 to provide free service, and private agencies should be abolished.

The Commission rejected a proposal by the Trades and Labour Council for a minimum wage of $4 a day, on the ground that it would destroy industries in the province that were competing with industries in other parts of Canada or in foreign countries. It said that such a minimum wage would throw out of employment large numbers of young girls who obtained business experience and training while employed in stores.

The advantages and disadvantages of an eight-hour day were considered, but it was held that such a legal maximum would handicap the industries of the province in competing with outside industries, and that "a measure of this kind must be national in character to give satisfaction." The hours of shop assistants were unduly long, the Commission said, and it recommended that Saturday afternoon should be a holiday.

The commission recommended the total exclusion of all Asiatics from Canada on the ground that all races or nationalities that could not be absorbed into Canadian citizenship should be refused permanent residence in the country. It also strongly recommended that Asiatics should be prohibited from employing white people.

Other recommendations were that free textbooks should be provided in public schools, that none but British labour should be employed on government or municipal work, and that mothers' pensions should be provided.

The Commission found that trade unionism was stronger in British Columbia than in any other part of Canada, and it rejected the allegations of employers that international unionism was hostile to the interests of Canadian workers. It recommended that any employer who discriminated against a workman because he belonged to a union should be penalized. It also said that men who worked during a strike should be "protected against the use of abusive ephithets."

The Montreal correspondent reported that the International Ladies' Garment Workers' Union had held its quarterly executive session in Montreal, this being the first time the meeting had been held in Canada. He said that the union wanted a reduction in hours rather than increased wages.

The Moose Jaw correspondent said that there was very little improvement in the labour situation, except that farmers had been taking on men, offering them a six-month contract at wages running from $25 to $40 a month, and board.

"The city has been operating a relief station here this winter and have had an average of over 60 per day using same," he went on. "Their plan was to give each man about two days' work a week, which would enable him to pay for his support in the relief station. When work on the farms was offered the men at the station, nearly all refused to go to the country, and the relief station was closed."

90159—1½

Trustees Remove Hal Banks from SIU Presidency

The Board of Trustees of the Maritime Transportation Unions last month removed Hal C. Banks from the presidency of the Seafarers' International Union of Canada.

Charles Turner, a former officer and still a member of the Brotherhood of the Railway and Steamship Clerks, was appointed President of the SIU until further notice.

The Board at the same time removed Mr. Banks as President of the Canadian Seafarers' Building Corporation Limited.

Announced in Commons

A statement announcing these moves by the trustees was given to the House of Commons on March 18 by Hon. Allan J. MacEachen, Minister of Labour.

"I have been informed today by the Chairman of the Board of Trustees, Hon. Mr. Justice V. L. Dryer," the Minister told the House, "that after long consideration of the affairs and interests of the Seafarers' International Union of Canada and of the maritime industry, the trustees have determined that it is not in the interests of that union, of the shipping industry of Canada nor of the public at large that Mr. H. C. Banks remain in office."

He then said that the trustees would continue their over-all direction of all five unions under the trusteeship, and that Charles H. Millard, one of the trustees, had moved into an office in the SIU of Canada Building in Montreal and would have direct supervision over the administration of the union.

"Mr. Banks's removal should not be interpreted as a move against the union. On the contrary, it was made in the interest of the union and its rank-and-file members. Our purpose is to strengthen the union—not weaken it. The trustees will move as rapidly as possible to restore the SIU to the full control of its members," said Mr. Justice Dryer.

Two other acts of the Board of Trustees last month were to tell the five maritime transportation unions under trusteeship not to put a collective agreement before their memberships until it had received the Board's approval, and to order a joint union-trustee committee to study the constitutionality of certain of the SIU's National Shipping Rules.

An earlier directive had stipulated that "no agreement is to be finally concluded and signed before being approved by the trustees" (L.G., March, p. 195). Last month's directive pointed out that once agreement was reached between the union negotiating committee and an employer, the draft collective agreement was to be submitted to the trustees.

In the directive instructing the SIU to recommend members for the union-trustee committee, the Board said the National Shipping Rules, "to some extent at least, are in violation of the union's constitution. The net effect is that a member who obeys the National Shipping Rules can be expelled for a violation of the constitution.

"In certain respects, the rules are in conflict with existing collective agreements negotiated by the SIU," the trustees said. "The conflict forces a member either to disobey the National Shipping Rules or act in breach of a collective agreement.

"The rules are unconstitutional in that they act to create offences for which members might be expelled without constitutional justification or authority."

The rules, which at the same time comprise certain basic disciplinary rules common to most trade unions and others "which operate to restrict the rights of union members without having received the approval of a majority of the members," will remain in force for the present but subject to appeal to the trustees.

Until such time as the committee has completed its study of the rules and made recommendations for constitutional amendments, which would then be presented to the membership, any member expelled or suspended as a result of the operation of the rules may appeal to the Board of Trustees for reinstatement.

Long-Range Program

On the day that he moved to an office in the SIU Building, Trustee Charles Millard issued a statement outlining the trustees' long-range program for the administration of the SIU. It calls for:

—Re-admission of the SIU to the Canadian Labour Congress and for "cementing of international affiliations" of the union.

—An early meeting of SIU officers, with no decision having been reached as to further dismissals.

—Administration of the union through the existing union structure, with collective bargaining and other proper union activities not to be affected by the removal of Mr. Banks as President.

—Continued publication of the *Canadian Sailor*, the union's newspaper.

Monthly Salary Rates in Hospitals Subject of Department's Bulletin

The average monthly salary of nurses in Canada in October 1962 was $312; of female X-ray technicians, $341.

Salary rates for 13 occupations in Canadian hospitals are given in a new bulletin, *Monthly Salary Rates in Hospitals,* just published by the Economics and Research Branch of the Department of Labour. About 90,000 hospital employees are included in the 13 occupations.

The information in the bulletin is taken from returns from 828 hospitals who participated in a survey on October 1, 1962. The survey covered all hospitals with 25 beds or more.

The bulletin gives rates for Canada as a whole, for each province separately, and for each of 25 cities across the country.

The occupations covered are: female staff nurse; certified nursing auxiliary, female; uncertified nursing auxiliary, female; male orderly; male psychiatric attendant; female psychiatric aide; male X-ray technician; female X-ray technician; male cook; female cook; heavy laundry operator, male; light laundry operator, female; hospital maid.

The information in the report, which is presented in 46 tables, consists of the number of employees, and the average rate and predominant range of salary rates by occupation for each geographical unit. The rates for Canada and for each of the provinces are analyzed by type and size of hospital. That is, they are given, first, for all hospitals; then for general hospitals and for hospitals other than general. They are also given for each of three different sizes of hospitals—from 25 to 99 beds, from 100 to 499 beds, and 500 beds or more.

The publication, Catalogue No. L2-25/1962, may be obtained from the Queen's Printer, Ottawa, price 35 cents.

Current Reports Now Available On Progress of Labour Bills

The first issue in the 1964 series of current reports on labour bills and other bills of general labour interest is now available. Prepared by the Department's Legislation Branch, the reports cover the provisions of each such bill introduced in Parliament and the provincial Legislatures at the 1964 sessions, and will follow its progress to the point where it receives Royal Assent or is dropped.

At the close of the sessions the major developments of the year will be reported in the Labour Law section of the LABOUR GAZETTE.

Among the bills reviewed in the first report are the Quebec Labour Code, a Saskatchewan amendment raising the school-leaving age, and four Ontario bills—The Industrial Safety Act, 1964, The Apprenticeship and Tradesmen's Qualification Act, 1964, an Act to amend the Industrial Standards Act and an Act to amend the Hours of Work and Vacations with Pay Act.

Single copies of these mimeographed reports are available from the Legislation Branch.

Issue Revised Monograph On Mining Occupations

The revised edition of *Mining Occupations,* No. 14 in the "Canadian Occupations" series of vocational guidance booklets, has been released.

Mining Occupations is a 48-page booklet dealing with a wide group of occupations in the coal, metal and mineral mining industry. Originally issued in 1951 and revised in 1957, the monograph has again been considerably revised and the contents brought up to date. In addition, a new section dealing with well drilling (oil and natural gas) has been added.

Canadian Occupations booklets are available at 25 cents a copy from the Queen's Printer, Ottawa, and the Canadian Government bookshops in Montreal, Toronto and Ottawa. Deposit copies are also available for reference in public libraries across the country.

Issue Canada Year Book, 1963-64

The 1963-64 edition of the *Canada Year Book* was released last month by the Dominion Bureau of Statistics. It is the 57th edition in the present series.

The *Canada Year Book 1963-64* contains more than 1,200 pages of textual and statistical material dealing with the physical features of the country, the machinery of Government, vital statistics, public health and welfare, education, scientific, atomic, space and industrial research, the primary resources of agriculture, forestry, mining and fisheries, manufacturing, labour, transportation and communications, domestic and foreign trade, finance, and national income and expenditure.

Among the special feature articles in the 1963-64 issue is Recent Developments in Public Technical and Vocational Education in Canada.

Old Age Assistance Recipients Increase During Fourth Quarter

The number of persons in Canada receiving assistance under the Old Age Assistance Act, and the number receiving disabled persons' allowances both increased during the fourth quarter of 1963. The number receiving blind persons' allowances decreased.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 103,890 at September 30 to 104,556 at December 31, 1963.

The federal Government's contributions under the federal-provincial scheme totalled $9,728,413.00 for the quarter, compared with $9,513,803.30 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $317,766,-553.37.

At December 31, the average monthly assistance in the provinces ranged from $59.04 to $70.39. At that date two provinces had adjusted their payments to the maximum rate of $75 a month. Payments in the other provinces were based on maximum assistance of $65 a month.

Blind Persons' Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,582 at September 30 to 8,555 at December 31, 1963.

The federal Government's contributions under the federal-provincial scheme totalled $1,226,847.71 for the quarter, compared with $1,210,365.78 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $44,220,706.96.

At December 31, the average monthly allowance in the provinces ranged from $62.21 to $72.79. At that date two provinces had adjusted their payments to the maximum rate of $75 a month. Payments in the other provinces were based on maximum allowance of $65 a month.

Disabled Persons' Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,900 at September 30 to 51,333 at December 31.

The federal Government's contributions under the federal-provincial scheme totalled $5,028,617.61 for the quarter, compared with $4,884,548.47 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $122,977,-123.52.

At December 31, the average monthly allowance in the provinces ranged from $63.36 to $74.14. At that date two provinces had adjusted their payments to the maximum rate of $75 a month. Payments in the other provinces were based on maximum allowance of $65 a month.

Merger of Seniority Groups on CNR Opens Way for Porters' Promotion

After long negotiation between the Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers, and the holding of a referendum by the union, it was announced at the end of February that sleeping car porters employed by the railway, most of whom are Negroes, are now eligible to become sleeping car conductors or dining car stewards.

Hitherto, the employees concerned have been divided into two groups for seniority purposes: Group 1 comprised sleeping car conductors, stewards, chefs and waiters; Group 2 comprised porters. These two groups have now been merged into a single seniority system.

The amalgamation of the two groups had been recommended by the Human Rights Committee of the Canadian Labour Congress after the matter had been placed in the hands of the federal Department of Labour under the Fair Employment Practices Act.

The union denied any intention of discriminating, and the Joint Protective Board of the Sleeping, Dining and Parlor Car section of the CBRT approved a merger of the two groups and a combining of seniority lists. Opponents of the merger, however, won the right to a referendum on the question.

The result of the referendum was an approval of the merger. Out of 843 eligible voters, 536 abstained from casting their ballots. Of the 307 who voted, 196 voted in favour of the proposition, which was negatively worded, i.e., "not in favour" of the merger, and 111 voted against.

Under the CBRT constitution, however, all abstentions were recorded as votes against the proposition, and the final count was: 196 for and 647 against. This made about 77 per cent in favour of the merger.

All four Group 2 locals had boycotted the referendum completely, returning no ballots. A spokesman for the Group 2 locals said that the decision to do this was due to a belief that the numerical superiority of Group 1 made the defeat of the proposal to merge a foregone conclusion, and the actual outcome was a surprise to the porters.

Statistics in House Show Loss Of Professionals by Emigration

The extent of the loss to Canada through emigration of professional persons to the United States was shown in statistics tabled last month in the House of Commons. The figures, which were supplied by the U.S. Department of Justice, Immigration and Naturalization Service, were for the three years 1961-63.

The totals of such persons who left for the United States were: 1963—1,583; 1962—1,295; 1961—1,280.

Engineers made up the largest group in each of the three years. In 1963, engineers totalled 894. Of these, 103 were civil engineers, 150 were electrical, 93 mechanical, 51 aeronautical, and a group of 370 whose specialty was not given.

The second largest professional group was physicians and surgeons, who numbered 467 in 1963. Professors and instructors totalled 117 in that year, and one was classified as a college president or dean. Other groups were: biological scientists, 81; geologists and geophysicists, 43; and physicists, 27.

In Parliament Last Month

(page numbers refer to Hansard)

In the period from February 24 to March 26, a bill to establish the Canada Pension Plan was given first reading, and the Budget was brought down. The Minister of Labour announced the transfer of the National Employment Service to the Department of Labour, the removal from office by the Board of Trustees of the Maritime Transportation Unions of the President of the Seafarers' International Union of Canada, and the postponement of the date for final inspections under the winter house building incentive program.

On March 17, the Minister of National Health and Welfare moved that the House go into committee to consider the introduction of a measure, to be known as the Canada Pension Plan, to establish a comprehensive program of old age pensions in Canada payable to contributors, and to provide for the co-ordination of pensions payable under the Old Age Security Act with pensions payable under the Canada Pension Plan (p. 1161).

After lengthy debate, the Minister moved the introduction of Bill C-75, to establish a comprehensive program of old age pensions in Canada payable to contributors and survivors. The motion was agreed to and the Bill given first reading (p. 1196).

Payment of family allowances for children aged 16 and 17 years who are attending full-time educational or training courses was proposed in the budget statement made by the Minister of Finance on March 16 (p. 981).

Other measures proposed included: reduction of income tax exemption in respect of a child of 16 or 17 years for whom family allowance is being paid, from $550 to $470 in 1964 and to $300 in 1965 and subsequent years; deduction from taxable income of tuition fees in excess of $25 a year paid by a taxpayer who is a student at an approved educational institution; and extension of the period during which new manufacturing and processing businesses must be established in designated areas of slow growth in order to be eligible for tax incentives.

On February 24, the Minister of Labour announced (p. 157) that the Government had decided to implement the recommendation of the Gill Committee of Inquiry into the Unemployment Insurance Act that the administration of the National Employment Service should be transferred from the Unemployment Insurance Commission to the Department of Labour (see page 258, this issue).

On March 18, the Minister of Labour announced that the board of trustees of the maritime transportation unions had removed Hal Banks from his post as president of the Seafarers' International Union of Canada and had named Charles Turner, a former officer and still a member of the Brotherhood of Railway and Steamship Clerks, as president in his place (p. 1203).

On March 26, the Minister of Labour announced that final inspections under the winter house building incentive program would take place on April 15 rather than on March 31 as previously planned (p. 1492.) He said that the extension was being made because of shortages of labour and materials "arising from the success of the program itself."

On February 27, the Minister of Labour confirmed a report that the Railway Association of Canada had given notice to terminate the Canadian Railway Board of Adjustment No. 1 (p. 288). He added, "The termination may have undesirable consequences if alternative procedures are not found, but I think the Railway Association of Canada is giving consideration to this question now."

On March 2, the Minister of Labour moved consideration in committee of the introduction of a measure to amend the Merchant Seamen Compensation Act respecting compensation on injury or death (p. 391).

Federal-Provincial Labour Conference

Minister of Labour invites provincial Ministers and Deputy Ministers of Labour to Conference—first like it since 1946 —to discuss matters of both federal and provincial interest

For the first time since 1946, provincial Ministers and Deputy Ministers of Labour last month convened in Ottawa at the invitation of the federal Minister of Labour. Nine of the ten provincial Ministers and eight of the provincial Deputy Ministers were present.

The conference, on March 9 and 10, was called by Hon. Allan J. MacEachen, federal Minister of Labour, to acquaint the provincial Ministers with what the federal Government was doing or planning to do in the labour field and to obtain the provincial Ministers' thoughts on matters of mutual interest. It was not the purpose of the conference to come to any agreement or make any decisions.

The agenda comprised six items: apprenticeship, the Manpower Consultative Service, labour standards, labour-management co-operation, ILO Conventions, and emergency manpower planning.

The federal Department of Labour prepared a background paper on each item. These were sent to the provincial Ministers in advance of the conference. At the meeting, each item was introduced by the federal official having responsibility for the subject, after which there was a general discussion.

Mr. MacEachen presided throughout the conference, except for a short time on March 10 when George V. Haythorne, Deputy Minister, took the chair.

In his opening remarks, Mr. MacEachen recalled that the last such conference, in October 1946, was concerned with the Wartime Relations Regulations, with means for continuing in peacetime the implementation of certain principles, such as union recognition, the right of employees to organize, the legal recognition of collective bargaining rights, and the prohibition of unfair practices by employers and unions.

The agenda for this year's conference, the Minister said, "covers only part of the functions and responsibilities of a department of labour today."

Then he said:

I should like to make it clear, at the outset, that the background papers we have prepared are intended to serve as a basis for discussion rather than as an indication of any final position as far as we are concerned in the federal Department of Labour.

In each case, we have attempted to give you the background of the problems, current developments and proposals for discussion.

Apprenticeship and Training in Industry

After the Minister's welcoming remarks, C. Ross Ford, Director of the Technical and Vocational Training Branch, introduced the first item on the agenda, "Apprenticeship and Training in Industry."

At the end of March, he pointed out, federal-provincial co-operation in the apprenticeship method of developing the occupational competence of the labour force will have been in existence for 20 years. It was in 1944 that the federal Government entered into the first apprenticeship agreements with the provinces. The first ten-year agreements were renewed for a second period of ten years.

A number of the Canadian programs developed during the 20 years "are second to none on this continent," Dr. Ford said. The development of interprovincial standards has been a most important achievement, and has "contributed materially to the mobility of our labour force, and to the development of acceptable devices for identifying those workers who have full occupational competence."

But probably the most far-reaching development has been the change of concepts: apprenticeship is no longer an isolated device for developing the productive capacities for the labour force; it is, instead, considered a device that must be inter-related with all the other manpower training programs.

During the period the concept of the Department of Labour, too, has changed.

It views the whole problem of manpower development as being one total problem involving the development of occupational competence, vertically from that of the operator to the technician and horizontally through all occupational fields where training services are required. In this total spectrum, apprenticeship has developed as one of the effective devices for developing competencies requiring high levels of manipulative skill.

In spite of these achievements and changes, Dr. Ford continued, there remain some unsolved problems:

—Inadequate numbers of skilled workers are being trained in Canada.

—The apprenticeship programs are inadequately co-ordinated and integrated with other manpower development and training programs.

—The apprenticeship program still lends itself to restrictions by vested interests.

—Dominion-Wide, Ottawa.

FEDERAL-PROVINCIAL LABOUR CONFERENCE, MARCH 1964

The federal and provincial Ministers of Labour: Seated (left to right): Hon. C. H. Ballam, Newfoundland; Hon. C. C. Williams, Saskatchewan; Hon. Allan J. MacEachen, the federal Minister; Hon. Carrier Fortin, Quebec; Hon. H. L. Rowntree, Ontario. Standing: Hon. Raymond Reierson, Alberta; Hon. N. L. Ferguson, Nova Scotia; Hon. Obie Baizley, Manitoba; Hon. L. R. Peterson, British Columbia; Hon. K. J. Webber, New Brunswick. Hon. H. W. Wedge, Prince Edward Island, was not present at the conference.

—Unrealistic entrance requirements are imposed in a number of the designated trades.

—There continues to be an over-emphasis on controls, restrictions and regulations in the apprenticeship program.

—Apprenticeship programs have not been developed at anything like the rate at which industry is growing.

Then he turned to the second part of the topic: training in industry. On this subject the background paper said:

In spite of the great expansion in school facilities, it is considered important, if our manpower requirements are to be met, that industry becomes more involved in training and in providing facilities within industry for training. Provision for government assistance to industries providing such facilities is made in the proposed Apprenticeship Agreements and in amendments to Program 4 of the Technical and Vocational Training Agreements.

The federal Government is prepared to pay 75 per cent of any provincial contribution made to industry to reimburse industry for expenditures made on approved apprenticeship programs operated by industry in co-operation with the Province.

The federal Government is prepared also to extend this 75-per-cent contribution to two other areas of training which, together with the long-range supply of skilled craftsmen, are considered to be critical to the development of a competent labour force: the academic upgrading of employed workers through our Basic Training for Skill Development Program and the retraining of workers in danger of layoff because of technological or other industrial or economic change.

Dr. Ford then commented on a draft of the proposed renewal of the Apprenticeship Training Agreement that had previously been distributed to the conference participants.

Manpower Consultative Service

Dr. W. R. Dymond, Assistant Deputy Minister of Labour, introduced the subject, "The Problem of Manpower Adaptation and the Establishment of a Manpower Consultative Service." This is a new field and one without guidelines, he said.

The problem is that while industry is laying off workers out the back door it is bringing in the front door a new work force with the qualifications, skills and training it needs, Dr. Dymond asserted. And all that some unions are trying to do is win severance pay and other concessions.

The Department's background paper declared that technological and other

Provincial Participants

The provincial Ministers of Labour who attended the federal-provincial labour conference were:

Hon. Raymond Reierson, Alberta; Hon. L. R. Peterson, Q.C., British Columbia; Hon. Obie Baizley, Manitoba; Hon. K. J. Webber, New Brunswick; Hon. C. H. Ballam, Newfoundland; Hon. N. L. Ferguson, Q.C., Nova Scotia; Hon. H. L. Rowntree, Q.C., Ontario; Hon. Carrier Fortin, Quebec; Hon. C. C. Williams, Saskatchewan.

The Deputy Ministers were:

K. A. Pugh, Alberta; W. H. Sands, British Columbia; N. D. Cochrane, Manitoba; G. C. Duclos, New Brunswick; G. T. Dyer, Newfoundland; R. E. Anderson, Nova Scotia; Brig. W. W. Reid, Prince Edward Island; and H. S. Elkin, Saskatchewan. James B. Metzler, Ontario Deputy Minister and Gérard Tremblay, Quebec Deputy Minister, were unable to attend.

changes in industry, now a feature of economic growth in Canada, imposed on the worker a need to adjust. "Very few workers, in fact, escape making any work adjustments during their working lives."

But not all workers faced with recurring changes in their work are capable of making, or willing to make the appropriate adjustment without some form of assistance.

Dr. Dymond pointed out that trends in employment for some occupational groups can change direction over as short a period as a decade, e.g., mining and logging occupations, and that trends in requirements for specific occupations can change even more rapidly, e.g., machine operators.

"An even more volatile occupation has been that of electronic data processing programmer. In the short space of about five years, this occupation came into existence, grew rapidly, and is now declining."

It is at the plant or company level that these changes require work and staff adjustments, and can lead to major problems of manpower adjustment. There are three kinds of adjustment: (1) those resulting from changes that require only that workers be regrouped, shifted around or laid off; (2) those resulting from alterations so significant that the skills of most of the workers are no longer usable; and (3) those resulting from changes that occur slowly over time, so that after a period, it becomes obvious that the skills required of the workers exceed those which they have.

The various kinds of adjustments create many problems: the need to raise basic education levels, to provide retraining or further training, to move workers to jobs elsewhere in the community or in another part of the country. In many cases the action required to deal with such problems is beyond the capability of the employer and the worker, and requires the assistance of government agencies such as the employment service, assistance in financing movement to other areas, and in retraining workers for new occupations.

It is to help cope with these problems at the plant or company level that the federal Department of Labour is establishing the Manpower Consultative Service.

The Service will follow these principles:

—Plans must be developed well in advance of a change; this requires advance assessment of the manpower consequences of industrial change.

—The adjustment process must be based on a foundation of facts, not emotion.

—Where there is a union, research and the plans that flow from it should be developed jointly by management and the union.

—The use of existing government services that can help with manpower adjustments should be co-ordinated at the plant level.

—There must be some unbiased group that industry can consult.

The Manpower Consultative Service will have at its disposal three financial incentives:

—*A research incentive* of one-half the costs incurred in assessing the manpower effects of technological changes and in the planning and development (but not the implementation) of a program of adjustment.

—*A mobility incentive* of one-half the costs incurred in moving workers displaced by industrial change—and their dependants—to other communities where employment is available.

—*A retraining incentive.* An amendment to the Technical and Vocational Training Assistance Act allows the federal Government to reimburse a province for 75 per cent of the costs that an employer incurs in retraining workers under a manpower adjustment program.

"We will try to achieve internal mobility, i.e., within a company or plant, before we move workers elsewhere," Dr. Dymond told the conference. "One of the benefits we hope to achieve is to get management and labour to think seriously about manpower planning and about what can be done to avoid layoffs."

In conclusion, the background paper stated:

The Manpower Consultative Service will seek to work closely with employers, unions and other federal and provincial government

agencies. Provincial Department of Labour conciliation and other officers may learn of situations in which the Manpower Consultative Service might assist in the development of plans to meet the adverse impact of technological change on manpower.

Provincial government training agencies will be able to play a significant role in assisting the development and financing of retraining programs for workers who would be laid off if retraining were not developed.

Sharing of the cost of transportation and moving expenses of workers laid off can be done under agreements with provincial governments or employers or both.

Labour Standards

The next agenda item, "Labour Standards," was introduced by Gordon G. Cushing, Assistant Deputy Minister of Labour.

The Speech from the Throne in February (L.G., March, p. 186) had said that the federal Government was considering new federal labour standards legislation to apply to industries in federal jurisdiction. The background paper said this proposal was a logical further step in the regulation of the working conditions of employees in federal industries that had begun with the enactment of legislation dealing with industrial disputes. The Industrial Relations and Disputes Investigation Act of 1948 had been followed by the Canada Fair Employment Practices Act of 1953, the Female Employees Equal Pay Act, 1956, and the Annual Vacations Act, 1958.

Every province has accepted as a principle that the government of the province has a responsibility to establish minimum conditions under which people will have to work: all have minimum wage laws, all have some legislation dealing with hours of work, most set standards for annual vacations, and most have regulated some aspects of pay practice in regard to public holidays.

"The activity in regard to labour standards legislation in all the provinces in the past two years indicates recognition of the need at the present time for appropriate minimum labour standards," the paper stated.

"It is now proposed to introduce federal legislation on the two fundamental conditions of employment, minimum wages and hours of work, to revise the annual vacation standard, and to establish the principle of paid statutory holidays and fix a rule regarding payment for work performed on such days.

"The absence of federal legislation in three of these fields has created problems for both the federal and provincial Departments of Labour because it has left an area of employment where neither federal nor provincial authorities were assuming responsibility."

Comparisons, 1946 and 1964

Hon. Allan MacEachen pointed out that three provincial deputy ministers who attended the 1946 federal-provincial labour conference were present at the 1964 conference: R. E. Anderson of Nova Scotia, N. D. Cochrane of Manitoba, and K. A. Pugh of Alberta. But only one Minister, Hon. C. C. Williams of Saskatchewan.

In 1946, he noted, Prince Edward Island did not have a department of labour and Newfoundland was not yet a "partner in Confederation." Alberta was represented at the 1946 conference but the Alberta Department of Labour was not established until 1948.

In October 1946, date of the previous conference, the civilian labour force was less than five million; today it was close to seven million, the Minister said. The Gross National Product was less than $12 million in 1946, more than $43 million today.

Standards have been established for many federal employees through collective bargaining, but other employees are not organized and some of these are not likely to be organized.

Mr. Cushing pointed out that in May 1963, there were about 556,000 employees —about 10 per cent of the non-agricultural labour force—under federal jurisdiction. This total was made up of about 359,000 employees of private industry, Crown corporations and other public agencies, and about 197,000 federal civil servants.

On minimum wages the background paper pointed out that the industries and classes of employment in federal jurisdiction are among the high-wage industries and classifications.

On hours of work, the conclusions reached from an examination of current practice in Canada conform closely to the ILO Recommendation of 1962.

On statutory holidays, the examination showed that 56 per cent of the employees now get eight or more each year, another 37 per cent get seven and the remainder, six days or less.

On vacations with pay, Mr. Cushing reported that 56 per cent of the employees in federal jurisdiction receive two weeks after one year of employment, and 37 per cent receive three weeks after one year. The present Annual Vacations Act provides for one week of paid vacation after the first year of employment and two weeks thereafter.

Labour-Management Co-operation

The subject of "Labour-Management Co-operation" was introduced by Bernard Wilson, Director of the Industrial Relations Branch. The federal Government's Labour-Management Co-operation Service is a unit of that Branch.

The Department's background paper reviewed early examples of labour-management consultation in Canada and the origins of the Labour-Management Co-operation Service, postwar evolution of labour-management committees, and recent developments.

Then it declared that "a more intensive effort is needed to bring together all parties and agencies interested in the development of labour-management co-operation—union groups at all levels, employers and management groups at all levels, provincial authorities, federal authorities, provincial and federal economic councils, and other bodies."

Some provincial Departments of Labour have expressed a desire to participate in the promotion of labour-management co-operation, the paper reported. At the 1963 conference of the Canadian Association of Administrators of Labour Legislation, the federal Department of Labour had raised the possibility of provincial departments taking an active part in this field. "It welcomes wider participation since it is clear that 11 government bodies plus active support from employer, union and other groups should be able to promote more intensive co-operation in the future."

Ratification of ILO Conventions

John Mainwaring, Director of the International Labour Affairs Branch, introduced "Ratification of ILO Conventions."

The background paper recalled that since its inception in 1919, the International Labour Organization has adopted 119 Conventions, of which Canada had ratified 20. "The ratification of ILO Conventions is a matter of increasing importance to countries such as Canada which have relatively high living standards and a high regard for human rights in the field of labour and employment. It demonstrates our support for an international system whose main object is to raise standards of living and to foster human freedom in all countries."

One reason Canada has not ratified more, although one of the founding members of the ILO and one of the ten states of chief industrial importance, is that the subject matter of many Conventions falls within both federal and provincial jurisdiction, and satisfactory arrangements have not yet been made in Canada for dealing with such Conventions. It would help Canada improve its record internationally if a procedure could be developed for dealing with Conventions that fall partly within federal and partly within provincial jurisdiction, the paper stated.

The ratification of a Convention, like that of any treaty between states, is the exclusive function of the Government of Canada, but before ratifying, the government must assure itself that the obligation incurred in ratifying will in fact be performed. It must receive assurance from all provinces that each will perform the obligation so far as it falls within its authority.

The background paper recalled that the federal Government had recently consulted with the provinces with a view to ratifying the Convention on Discrimination in Employment, and that all provinces had expressed their full accord.

The paper then discussed ways in which the federal Department of Labour might in future seek the provinces' views in respect of both existing and new ILO Conventions. Annexed to the background paper was a "Possible Procedure for Dealing with ILO Conventions in Canada."

Emergency Manpower Planning

The last item on the agenda, "Emergency Manpower Planning," was introduced by George E. Simmons, in charge of emergency planning for the Department of Labour.

The emergence of nuclear capabilities does not permit the type of development of controls over manpower such as occurred in Canada during the Second World War, the background paper said.

The federal Minister of Labour has been assigned responsibility for the development of emergency plans for the mobilization and effective use of most civilian manpower.

The National Employment Service is responsible for developing an organization and system for the allocation of key manpower to employment and for the collection of information on the quantity and quality of other members of the labour force. The Department is required to develop programs for the control of labour-management relations and conditions of work and wages, and for the listing of essential activities and critical occupations.

The background paper contained a proposal that, during an emergency, administration of emergency programs in the areas of labour-management relations, conditions of work, and wages and salaries be shared by the provincial Departments of Labour.

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Multiple Jobholding in Canada

Four surveys in 1960-61 found that "moonlighters" in Canada averaged 158,000, or 2.6 per cent of all employed persons

During the period covered by four different surveys, in October 1960 and January, April and July 1961, an average of 158,000 Canadians—2.6 per cent of all employed persons in the country—held two, or more, jobs at the same time.

The Department of Labour has published a report, *Multiple Jobholding in Canada,* based on information obtained at three-month intervals through the monthly Labour Force Survey conducted by the Dominion Bureau of Statistics. The information was collected by means of a special questionnaire attached to the regular one.

To minimize the effect of seasonal variations and to improve the reliability of the estimates, the data from the four surveys were averaged. The report was prepared by the Economics and Research Branch.

The percentage of Canadian multiple jobholders is low by comparison with figures issued during the past five years by the United States Bureau of Labor Statistics, which show that multiple jobholders in the United States constitute from 4 to 5 per cent of the working force.

Fewer than half—69,000, or 1.1 per cent of all employed persons—of the multiple jobholders in Canada held two or more jobs as a paid employee. The rest were engaged in some form of self-employment or unpaid family work in addition to their paid job. Included in the latter group were 15,000 persons who had no paid jobs at all.

Characteristics of Multiple Jobholders

The highest rate of multiple jobholding was found in agriculture. One out of every six "moonlighters" had his main occupation in farming.

The survey shows that besides farmers, more construction workers than workers in the other main industry groups hold more than one job.

"An average of about 4.1 per cent of farmers and 3.5 per cent of construction workers reported a second job during the survey weeks, compared with the over-all rate of 2.6 per cent."

The amount of time worked each week in the secondary job was generally not large. Fewer than 30 per cent of multiple jobholders worked as many as 15 hours a week in their secondary jobs, and the great majority of these worked less than 25 hours. Only an insignificant number were working at two full-time jobs, and about a quarter of the multiple jobholders had no full-time work at all.

About three quarters of multiple jobholders were married men, "indicating that a good deal of multiple jobholding is associated with financial responsibilities," the report says.

"Two postwar developments have facilitated the holding of more than one job at the same time. One is the increasing prevalence of shift work, and the other is the change in industrial distribution as a result of the rapid expansion of the service-producing industries."

One piece of information brought out by the survey showed that the word "moonlighting" to describe the practice of holding more than one job at a time was more picturesque than accurate. "One of the principal findings of the surveys was that, contrary to popular opinion, most multiple jobholders did not work at night on their secondary jobs," the report says. "In response to a question on whether the hours worked on secondary jobs were mostly at night (after supper) or during the day, only 36 per cent (44,000) reported that they worked mostly at night.

"Data on work schedules of secondary jobs revealed also that it was much more common to work at a secondary job on weekdays rather than on weekends. An estimated 100,000, or nearly 83 per cent of the multiple jobholders whose work patterns could be established, worked at their secondary jobs mostly on weekdays, compared with only 21,000 who worked mostly on weekends."

The number of persons engaged in "moonlighting" in the United States rose by 600,000 to a total of 3,900,000 between May 1962 and May 1963, the U.S. Bureau of Labor Statistics reports. This was the first increase of any importance since 1956, but the Bureau cannot explain the cause of the sudden increase.

The Bureau points out, however, that notwithstanding the rise, the number of persons with more than one job amounted to only 5.7 per cent of the total number employed.

Moonlighting is reported to be most common among those whose main jobs were in agriculture and public administration (especially among postal workers). But the largest numbers of moonlighters was found in manufacturing, and in the trade or service industries. About two thirds of the moonlighters had their second jobs in service and retail establishments, where part-time work is most common.

CNTU's Annual Brief to Cabinet

Suggests setting-up of permanent Commons committee to study question of Canada's relations with United States and urges Government to invest "huge amounts" in industrial development

The Confederation of National Trade Unions made its annual submission of legislative and administrative recommendations to the federal Cabinet on February 19. In the brief, the CNTU dealt with subjects ranging from Canada-United States relations to unemployment insurance.

On Canadian-American relations the memorandum declared that "all Canadians who want an independent Canada will agree with the CNTU that we must break free from a great number of economic, financial and social bonds before we can boast such a status.

"The problem is of such importance that the CNTU is suggesting the setting-up of a permanent committee of the House of Commons to study and follow closely the question of our relations with the United States."

The brief acknowledged that Canadian attitudes on this subject were contradictory.

> While we would like to reduce the hold of the American economy upon our own, the requirements of our development tend toward the opposite direction. Our need for capital, our external trade, our balance of payments drive us into the arms of our neighbour to the south, thus breaking, right from their beginning, our efforts to ensure greater economic independence.

The CNTU was convinced, it said, that the attitude of Canadians could change provided the Government clearly stated the objectives at stake and fully accepted its role. The governments of the country, both federal and provincial, "must compensate for the deficiencies of private enterprise and invest huge amounts in the industrial development of the country."

The Canadian market could support a highly efficient industrial machine if it were not divided between many producers. It is not that the wages paid to Canadian workers are too high but that the anarchy of our industrial organization has an adverse effect on productivity and hence on costs, the CNTU said.

"Even if we have to revise our combines legislation to facilitate the integration of certain enterprises, we should not hesitate to do so, provided the consumer is well protected."

The brief was read by Vice-President Jean-Robert Gauthier, substituting for General Secretary Marcel Pepin, who was absent because of illness.

The Government's reply to the brief was made chiefly by Prime Minister Lester B. Pearson, and by Hon. Allan J. MacEachen, Minister of Labour. A brief reply in French was also given by Hon. Maurice Sauvé, Minister of Forestry.

Dependence on U.S.

We are too dependent on the United States in the development of industrial technology, the CNTU asserted, as the owners of subsidiaries in Canada have preferred to carry out the necessary research in their parent organizations. With regard to research, Canada fits into the category of the less industrially developed nations who spend less than 1 per cent of their gross national revenue on research.

Drawing attention to its own independent Canadian character, the CNTU asserted that this, and its growth in membership, "clearly indicates that an independent labour movement, entirely free to make its own decisions, is possible in Canada."

Unemployment

As in previous briefs, the CNTU urged the Government to take action on the unemployment problem. Winter works programs advertised by governments each fall created only a few thousand jobs, and this was not sufficient. "In Canada, for a great number of citizens, there is no such thing as the right to work," the CNTU asserted. "In some western countries, the social evil of unemployment is unknown," it added, declaring that full employment and social security should be a matter of top concern for the state.

Referring to the federal Government's Older Worker Employment and Training Incentive Program, the CNTU called it "another partial measure," but urged its support in the hope it may become part of a more inclusive program.

Cost of Living

Emphasizing that the consumer price index had "reached an unprecedented high of 134.2 (December 1963)," the CNTU again recommended the setting-up of a price arbitration system. This was not price control, the memorandum explained, but rather a procedure whereby producers of goods and services would, before making them, have to justify contemplated price increases "before public opinion."

The CNTU added that the report of the Royal Commission on Price Spreads of Food Products had shown that the cost of "a basket of provisions, including correlative services," had increased by 84 per cent between 1949 and 1958. If the cost for improvement in quality of products were deducted, an increase of 43 per cent would still remain, the CNTU asserted.

The Confederation suggested to the federal and provincial Governments that price arbitration courts be created that would judge the grounds on which price increases would be requested, and that would have wide powers of inquiry.

Housing

Pointing out the need for more adequate housing and the importance of spurring growth in home ownership, the Confederation urged that a "rational housing policy" be adopted, one providing for low-priced construction, urban renewal, and the elimination of land speculation. Describing the Winter House Building Incentive Program (L.G., Oct. 1963, p. 862) as a partial measure, it nevertheless recommended that the program should be repeated, and urged that the premium—now $500—be raised.

The CNTU decried the 11-per-cent federal tax on building materials, stating that it is "a hard blow on the workers who constitute the majority of taxpayers"—it tends to increase the cost of living as well as the rate of unemployment.

Consumer Credit

Quoting usurious interest rates of 16 per cent to 58 per cent for consumer credit, the CNTU charged that the federal Small Loans Act, adopted in 1939 and revised in 1956, did not prevent money lenders from practising usury. It therefore proposed that the following measures be taken immediately:

1. The loan limit under the Act should be raised from $1,500 to $5,000, because many lenders are circumventing the intent of the Act by persuading borrowers to take amounts slightly over the maximum specified.

2. The rate of interest should be limited to a "reasonable level," and this should not exceed 8 per cent.

3. The Superintendent of Insurance should be provided with the required means of action to enforce respect of the law and impose penalties.

Economic Council of Canada

The CNTU expressed satisfaction with the formation of the Economic Council of Canada, a step that it had requested for a number of years. It declared its support for the Council "in all its attempts to correct the deficiencies of our economy in order to create and maintain full employment."

Co-operation should be established between the Council and the provincial and regional councils that are being set up, to avoid, duplication and financial waste, the brief recommended.

Unemployment Insurance

The CNTU referred to the brief it had presented to the Committee of Inquiry into the Unemployment Insurance Act, in which it had "suggested an original formula which would permit the Unemployment Insurance Fund to meet the needs." It said the basic principles inspiring the brief were:

—The present unemployment insurance law is based, to a great extent, on notions that may be valid for private insurance but which are deficient in the case of social insurance.

—The jobless are not responsible for unemployment; they are victims. Their plight is caused by the economy as a whole, and as a result, the whole population should assume the cost of their unemployment.

—The Unemployment Insurance Fund should therefore be replenished through a general tax. All categories of workers should be covered, and the "obligation to contribute would be universal."

—At present, the Fund does not provide sufficient guarantees of solvency.

—The law should provide the right to have stamps affixed in the unemployment insurance book of any building trade worker in the employ of some particular person.

—The boards of referees should be increased in number according to the needs of regions, to obviate costly journeys for appellants.

Other Recommendations

The Confederation also recommended "a drastic cut in our military budget" as the "only solution" to the financial difficulties of the federal and provincial Governments; it suggested an "initial phase of negotiation" between Ottawa and Quebec to define existing problems, chiefly as to fiscal powers and revenue-sharing; and, to provide the provinces with the revenue for education, which is a provincial responsibility, it requested that the federal Government "surrender the required sources of revenue to the provinces."

Among other proposals and requests were: Canada should negotiate a non-nuclear role in its defence commitments; the Royal Commission on Bilingualism and Biculturalism should be supported by all political parties and its task facilitated now that it has started to operate; and a "distinctive Canadian flag" should be adopted as soon as possible.

The CNTU declared its full support of assistance to developing countries.

The Government Reply

The Prime Minister was the first to reply to the CNTU submission. On the requests aimed at achieving greater Canadian independence in Canadian-United States economic relations, and at meeting the external pressures on Canada's economy, Mr. Pearson said that dealing with such pressures was all the more difficult when they were "friendly" pressures.

"We have had a very interesting illustration of the difficulty of dealing with it," he said, "when the United States Government, without Canada being very much in their mind, put into effect an interest equalization tax."

The Prime Minister agreed on the importance of research. He noted that in 1939 "we spent only $800,000 on research. This year we will be spending $150 million."

On unemployment he said "we have made some important progress in recent months in reducing unemployment but—as an instance of how difficult it is to keep Canada going ahead as a single country, economically—figures are down in some parts but not very far down in others." Mr. Pearson said some of the CNTU's proposals on the subject were "very much to the point."

On defence, the Prime Minister reminded the delegation that "we are part of a democratic coalition for collective defence." He believed that the United Nations should be the alliance for defence in the world but because at the moment it is not, Canada is a member of an Atlantic Alliance.

"I hope we will continue to play our part in that alliance," he said. "I would hate to see that alliance broken up; I would love to see the development of conditions in the world that would make that kind of alliance unnecessary, so that we can fall back on the world alliance at the United Nations."

Minister of Labour

When Hon. Allan MacEachen, Minister of Labour, spoke in reply to the brief, he began by complimenting the Confederation on its growth in membership. He said he hoped the Government could get unemployment down as fast as the CNTU was getting its membership up.

Since a year ago, there had been a significant change for the better in the unemployment situation, he went on. Unemployment was now, in large part, a regional and seasonal problem, and the reduction in unemployment has been due, in part, to seasonally directed programs, for example, the winter house building incentive program. The Minister then reviewed briefly some of the other programs administered by his department.

The response to the Older Worker Employment and Training Incentive Program had not been as great as he would have liked but he expected that by the end of the year the program would have yielded a great deal of information about an approach to the problem of the older worker.

The federal labour code, which had just been proposed in the Speech from the Throne (L.G., March, p. 186), he considered "quite an important step." Its effects would go beyond the relatively small number of employees in federal jurisdiction who would be most directly affected.

In connection with the membership of the Economic Council of Canada, the Minister stated that having labour representation on public bodies was a matter of Government policy, and that it would be continued.

Hon. Maurice Sauvé, recently appointed Minister of Forestry, who was at one time a member of a CNTU federation, also spoke briefly.

Accident Compensation Officer Goes to Africa in Aid Program

Stanley Leeson, Chief of the Accident Compensation Division, Accident Prevention and Compensation Branch, was sent to Basutoland and Swaziland last month as part of Canada's Special Commonwealth Africa Aid Program (SCAAP). His assignment from the External Aid Office was to conduct an on-the-spot review of workmen's compensation with the object of recommending improvements in it.

Basutoland and Swaziland are considering introducing a scheme of workmen's compensation similar to those in force in various provinces of Canada, the External Aid Office explained.

In addition to sending Mr. Leeson, Canada has provided three Canadian instructors for the University of Basutoland, the Bechuanaland Protectorate and Swaziland, and has brought students from Basutoland and Swaziland to Canada. Sixteen students from these countries are currently in Canada.

Industrial Fatalities in Canada during Fourth Quarter of 1963

Deaths from industrial accidents during 1963's fourth quarter numbered 247, of which largest number were in transportation

Up to the end of February, the Department of Labour had received reports on 247* industrial fatalities that occurred in Canada during the fourth quarter of 1963.

During the previous quarter, 333 fatalities were recorded, including 51 in a supplementary list. In the fourth quarter of the previous year, 318 fatalities were recorded.

During the fourth quarter of 1963, there were three accidents that each resulted in the deaths of three or more persons. On November 29, seven crew members were killed in the crash of a TCA DC-8 northwest of Montreal. On December 20, six seamen aboard the 175-ton Newfoundland coastal freighter *Mary Pauline* were drowned when the vessel sank between Nova Scotia and Newfoundland. On December 8, four sailors went down with their ship, the *Fort Albany,* after a collision in thick fog with the Norwegian freighter *Procyon* five miles west of Sorel, Que.

The largest number of fatalities, 53, occurred in the transportation, storage and communication industry. Of the 53 fatalities, 17 were in local and highway transportation, 16 in water transportation, 9 in railway transportation, 8 in air transportation and 3 in storage industry.

In the construction industry, 22 of the 49 fatalities were in miscellaneous construction, 18 in buildings and structures and 9 in highways and bridges.

The 45 fatalities that were recorded in the manufacturing industry during the fourth quarter were distributed as follows: 13 in iron and steel products; 6 each in transportation equipment and miscellaneous manufacturing industries; 5 in food and beverages; 4 each in wood products and in non-metallic mineral products; 2 each in paper products and chemical products; and 1 each in tobacco products, leather products and electrical apparatus and supplies.

In the mining and quarrying industry, 14 of the 30 fatalities were in metal mining, 13 in non-metal mining and quarrying and 3 in coal mining.

In the logging industry, 28 fatalities were recorded.

The remaining 42 fatalities that occurred during the quarter were distributed as follows: 20 in the service industry; 10 in trade; and 4 each in agriculture, fishing and trapping, and public utilities.

Analysis by Cause

An analysis of the 247 fatalities during the fourth quarter of 1963 shows that 66 (27 per cent) were the results of collisions, derailments, wrecks, etc.; 32 of these involved automobiles and trucks, 12 involved railways, 10 involved aircraft, and 6 each involved tractors and loadmobiles, and watercraft.

Fifty-seven fatalities were caused by falls and slips; all but nine were the result of falls from different levels.

Fifty fatalities were the result of being struck by different objects. Of these, 5 were caused by moving vehicles; 7 were the result of being struck by tools, machinery, cranes, etc.; and 38 were in the category "other objects" such as falling trees and limbs, and landslides or cave-ins.

Forty-two fatalities were the results of being caught in, on or between; most of them involved tractors, loadmobiles, and mine and quarry cars.

The remaining 32 fatalities were distributed as follows: 11 were caused by inhalations, absorptions, asphyxiations and

(*Continued on page 325*)

* *See* tables H-1 and H-2 at back of this issue. The number of fatalities that occur during a quarter is usually greater than the figures quoted in the quarterly articles. Information on accidents that are not reported in time for inclusion is recorded in supplementary lists, and statistics are amended accordingly.

The industrial fatalities recorded in this quarterly article are fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment, including deaths that resulted from industrial diseases. Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Deprtment's records because of lack of information in press reports.

Employment and Unemployment, March

Employment advanced 50,000 to a total of 6,273,000 in March. The increase was well above the average of the past several years.

The labour force rose by 39,000 to 6,729,000 in March.

Unemployment declined slightly during the month to 456,000.

Unemployment in March represented 6.8 per cent of the labour force, compared with 8.4 per cent in March 1963 and 8.7 per cent in March 1962. In February it was 7.0. Seasonally adjusted, the March unemployment rate was 4.6 per cent, down from 4.7 per cent in February and 5.8 per cent in March 1963.

Compared with a year earlier, employment was up by 310,000, or 5.2 per cent, and unemployment was down 93,000. The labour force was 217,000, or 3.3 per cent, higher than in March 1963.

Employment

Non-farm employment showed a strong improvement between February and March, rising by 63,000 to 5,716,000. In most previous years, non-farm employment has decreased slightly over this period. Farm employment declined by an estimated 13,000 during the month.

Compared with a year earlier, non-farm employment was up by 309,000, or 5.7 per cent. About two thirds of the total increase occurred in manufacturing and service. Agricultural employment was unchanged from the year before.

In March 1964, an estimated 4,415,000 men were employed, some 149,000, or 3.5 per cent more than a year earlier. This compares with an average annual rate of increase of 1.4 per cent during the past five years. Employment of women continued at a high level.

Employment was higher than a year ago in all regions. The increases ranged from 2.1 per cent in the Prairies to 7.2 per cent in Quebec.

Unemployment

Unemployment declined slightly between February and March. A small change is usual at this period. The March estimate of 456,000 was 93,000 lower than a year earlier, almost all of the decrease being among men.

Of the 456,000 unemployed, some 277,000, or about 60 per cent of the total, had been unemployed for three months or less. An estimated 121,000 had been seeking work for four to six months, and 58,000 for seven months or more. Persons unemployed four months or more accounted for a somewhat smaller proportion of the total than a year earlier.

Unemployment rates were lower than a year earlier in all regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	March 1964	March 1963	March 1964	March 1963	March 1964	March 1963	March 1964	March 1963
Metropolitan	6	9	6	3	.....	.....	.....	.....
Major Industrial	13	15	11	11	2	.....	.....	.....
Major Agricultural	4	7	10	7	.....	.....	.....	.....
Minor	32	39	20	16	5	2	.....	.....
Total	55	70	47	37	7	2	.....	.....

CLASSIFICATION OF LABOUR MARKET AREAS—MARCH

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Quebec-Levis St. John's Vancouver-New Westminster Winnipeg	Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Farnham-Granby Fort William-Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or Shawinigan Sherbrooke Sydney Trois Rivieres	Brantford Kingston London Niagara Peninsula Oshawa Peterborough Saint John Sarnia Sudbury Timmins-Kirkland Lake Victoria	Guelph Kitchener	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Riviere du Loup Thetford-Lac Megantic-Ville St. Georges Yorkton	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford →PRINCE ALBERT Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Chilliwack CRANBROOK ← Dauphin DAWSON CREEK ← Edmundston FREDERICTON ← Gaspe Grand Falls KAMLOOPS ← Kentville Montmagny Newcastle Okanagan Valley PEMBROKE ← Portage la Prairie PRINCE GEORGE-QUESNEL ← PRINCE RUPERT ← Quebec North Shore Rimouski St. Agathe-St. Jerome St. Stephen SAULT STE. MARIE ← Summerside Truro Valleyfield Victoriaville Woodstock Yarmouth	→BEAUHARNOIS Belleville-Trenton Brampton Central Vancouver Island Drumheller →DRUMMONDVILLE Goderich Lachute-Ste. Therese →LINDSAY Medicine Hat North Bay Owen Sound St. Hyacinthe St. Jean Simcoe →SOREL Swift Current Trail-Nelson Walkerton Weyburn	Galt →LISTOWEL →ST. THOMAS Stratford Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491, June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	March	6,729	+ 0.6	+ 3.3
Employed (000)	March	6,273	+ 0.8	+ 5.2
Agriculture (000)	March	557	− 2.3	+ 0.2
Non-agriculture (000)	March	5,716	+ 1.1	+ 5.7
Paid workers (000)	March	5,195	+ 1.3	+ 5.7
At work 35 hours or more (000)	March	5,323	+ 0.8	+ 4.8
At work less than 35 hours (000)	March	782	+ 2.5	+ 13.0
Employed but not at work (000)	March	168	− 7.2	− 12.5
Unemployed (000)	March	456	− 2.4	− 16.9
Atlantic (000)	March	76	+ 4.1	− 14.6
Quebec (000)	March	171	− 2.8	− 14.9
Ontario (000)	March	105	− 8.7	− 23.9
Prairie (000)	March	59	+ 5.4	− 15.7
Pacific (000)	March	45	− 4.3	− 11.8
Without work and seeking work (000)	March	426	− 2.7	− 16.6
On temporary layoff up to 30 days (000)	March	30	+ 3.4	− 21.1
Industrial employment (1949=100)	January	123.3	− 1.4	+ 4.6
Manufacturing employment (1949=100)	January	116.9	+ 0.9	+ 4.7
Immigration	Yr. 1963	93.151	—	+ 24.9
Destined to the labour force	Yr. 1963	45,866	—	+ 24.8
Strikes and Lockouts				
Strikes and lockouts	March	50	+ 8.7	+ 56.3
No. of workers involved	March	7,142	−10.2	+ 37.2
Duration in man days	March	92,450	+12.2	+171.3
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	January	$84.98	+ 4.1	+ 3.6
Average hourly earnings (mfg.)	January	$ 1.99	− 1.5	+ 3.6
Average hours worked per week (mfg.)	January	41.1	+ 8.2	+ 1.0
Average weekly wages (mfg.)	January	$81.91	+ 7.0	+ 4.7
Consumer price index (1949=100)	March	134.6	+ 0.1	+ 1.9
Index numbers of weekly wages in 1949 dollars (1949=100)	January	145.9	+ 6.8	+ 2.8
Total labour income $000,000	January	1,818	− 0.4	+ 7.8
Industrial Production				
Total (average 1949=100)	February	211.3	+ 5.0	+ 10.5
Manufacturing	February	185.0	+ 6.1	+ 10.9
Durables	February	190.9	+ 4.9	+ 11.4
Non-durables	February	179.9	+ 7.3	+ 10.4
New Residential Construction (b)				
Starts	March	5,525	− 8.1	− 7.0
Completions	March	18,679	+132.6	+174.6
Under construction	March	65,732	− 17.0	+ 19.8

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Rehabilitation Seminar for Social Workers

The Saskatchewan Co-ordinating Council on Rehabilitation sponsors and Federal-Provincial Vocational Rehabilitation Program finances seminar at University of Saskatchewan

A Rehabilitation and Social Work Seminar sponsored by the Saskatchewan Co-ordinating Council on Rehabilitation was held February 12 to 14 at the University of Saskatchewan, Saskatoon. Financed through the Federal-Provincial Vocational Rehabilitation Program, the seminar was designed to help the participants relate the principles and practices of rehabilitation to their work in the larger field of social welfare.

Vocational and occupational training and job placement formed an important part of the program. Sessions and papers on these subjects were given by R. J. Reynolds, Principal of the Saskatchewan Technical Institute at Moose Jaw, and C. Pepin of the Special Services Section of the National Employment Service. Miss Valerie Sims, Civilian Rehabilitation, Department of Labour, Ottawa, acted as discussion leader in one of the sessions.

One of the main points that recurred in discussion was the importance of adequate preparation of the disabled for employment. A wide variety of services, such as physical restoration, psychological testing, counselling, work evaluation, and vocational training, may have to be drawn upon before an individual is ready for work. The close co-operation of a number of disciplines—medicine, social work, education, employment placement and labour market specialists—is necessary if the disabled or handicapped person is to receive the services he requires in a co-ordinated manner. The participants at the conference were made aware of the very many factors which contribute to a person's employability and which determine whether he can be self-supporting.

ILO Sponsors Seminar

A three-week seminar that will have far-reaching effects on the future of rehabilitation in the countries of the Near and Middle East and North Africa was held recently in Athens. Organized by the International Labour Office on the general theme of "Vocational Rehabilitation of the Disabled," the training course was attended by representatives from Greece, Iran, Jordan, Kuwait, Lebanon, Libya, Malta, Saudi Arabia, Tunisia, Turkey, United Arab Republic and Algeria.

The program included lectures by international experts who demonstrated the need for and importance of vocational rehabilitation. Aspects of the subject covered included: teamwork in vocational rehabilitation, industrial rehabilitation, organization and work of rehabilitation centres, techniques of placement and locating employment opportunities, sheltered employment, and the special problems of the blind, deaf and tuberculous.

Another series of lectures dealt with the administrative and legal basis for vocational rehabilitation programs, the role to be played by non-governmental organizations, and the training of personnel.

Directing and organizing the seminar were A. A. Bennett, Director of the Vocational Rehabilitation Section of the Manpower Division of the ILO, Geneva; H. A. Jones, Employment Exchange Manager of the British Ministry of Labour; and T. O. Aaen, ILO expert, Director of the States Rehabilitation Institute, Oslo.

Spyros S. Theologos, Director General of the Institute for Research and Development of Vocational Rehabilitation of Athens, and liaison officer for the Greek Government in matters of rehabilitation, represented the World Veterans Federation, and was one of the lecturers.

Council on Social Work Education

The implications of social, economic and technological change for human well-being was the theme of the 12th annual meeting of the Council on Social Work Education, held in Toronto on January 29 to February 1. The Council is the planning and standard-setting body for social-work education in the United States and Canada.

Some 1,000 educators and other interested persons in the social welfare field attended, from schools, various organizations, and public and voluntary services throughout North America. The implications for the education of social workers of the rapid social changes taking place in the 1960s were reflected in such questions as, "To what purpose are we educating?"; "Who are we educating?"; and "How are we educating?"

The schools of social work are grappling with the problem of how best to prepare their students for work in a society where the impact of rapid change is being experienced to an unprecedented degree.

U.S. National Council on the Aging

Employment problems of older workers in age of automation and rapid technological change given attention at annual meeting

The employment problems of older workers in this age of automation and rapid technological advance received prominent attention at the 13th Annual Meeting of the National Council on the Aging, held in Chicago in February.

Hon. W. Willard Wirtz, United States Secretary of Labor, gave the key note address, "Technological Changes: Their Implications for the Aging." Mr. Wirtz urged the most rapid development of automation and technology as the ultimate means of producing jobs. He expressed the opinion that American society was dependent upon technology and automation for full employment and that they would create as many jobs as they destroyed. He warned, however, that there would be serious disruption unless full account was taken of the human problems that are presented as this process develops.

The Secretary of Labor pointed out that within 24 hours from the time that he was speaking at least 4,000 people in the United States would be pushed aside from their jobs by machines—that was how fast the disruption was taking place. He thought, however, there would be other jobs for virtually all these people if they were educated, if they had the kind of skill that could be transferred to another job or if they were retrained. He conceded that the new job may be in another place with a different employer and that a different skill may be involved.

The older worker was discussed by Leon Greenberg, Assistant Commissioner, Bureau of Labor Statistics, U.S. Department of Labor, in a talk on "Productivity and Technological Developments in the United States."

Mr. Greenberg stressed the ability of older workers to be successfully retrained and gave as an example the fact that 11 per cent of some 33,300 trainees enrolled under the U.S. Government Manpower Development and Training Act up to October 31, 1963, had been 45 years of age and over. He thought these 3,600 older trainees represented a brighter side of the older worker picture and stated there was no reason why this ratio could not be increased. He emphasized the fact that age, by itself, was neither a reliable nor useful criterion for determining the suitability of workers for training or retraining.

Juanita M. Kreps, Ph.D., Associate Professor of Economics, Duke University, and Vice Chairman, Committee on Employment and Retirement, National Council on Aging, spoke on "Automation, Affluence and Poverty." Dr. Kreps stressed the need to focus attention directly on over-all solutions rather than on piecemeal measures.

Dr. Kreps pointed out that a service badly needed was education and training. She suggested that a willingness to buy this service on a broad scale would provide a stimulus to demand, which would give a tremendous boost to the economy. What would be equally important would be real hope that workers' skills would be upgraded in accordance with the demands of new technology.

Until the nation was prepared to buy such training and education, no amount of increased demand would eliminate unemployment for the simple reason that the untrained worker today was not only unemployed, but was unemployable, she believed.

A talk that attracted a great deal of comment was the proposal by Edwin F. Shelley, Vice-President, United States Industries, Inc., and Director, National Council on Aging, to create full employment in this age of automation. To meet national requirements of *full employment* and *lifelong education* Mr. Shelley proposed the establishment of a national system of earned educational leave. He pointed out that under the present five-per cent unemployment in the United States, one year of paid educational leave could be earned by every worker after 20 years of employment. This five per cent of the labor force would be transferred from employment to education. The transfer each year of five per cent of the employed from work to education would create a labor shortage throughout the economy, would encourage an upward movement of employed workers to fill the voids in their respective companies, and would open up a number of jobs for the presently unemployed. He suggested that it might be found that the retraining and mobility problems would melt away before the great pressure of a labour shortage and the motivation of an assured job.

Women in the Labour Force in 1963

Almost two million girls and women were in the labour force in 1963. This is 4 per cent more than there were in 1962 Women workers now form 28 per cent of the total labour force

There were an estimated 1,858,000 girls and women in the labour force in 1963, an increase of 69,000 (4 per cent) over the number in 1962. This increase reflected the trend of the last decade, during which time the female labour force increased 56 per cent. In 1953, the 1,191,000 women workers represented 22 per cent of the total labour force; in 1963, women comprised 28 per cent.

The labour force includes all persons 14 years of age and over who (1) did any work for pay, (2) were seeking work, or (3) were temporarily laid off or on holidays during the week of the labour force survey.

The statistics in this article are estimates taken from *The Labour Force: Special Tables,* a publication of the Dominion Bureau of Statistics, and the figures are 12-month averages.

Among the factors that appear to be responsible for the relative increase in women workers are the shift in labour demand from goods-producing to service industries and the increased demand for clerical workers. These are fields in which women traditionally outnumber men.

Furthermore, technological change and advancement have not been confined to the factory and office; many labour-saving devices have enabled the housewife to perform household tasks in a minimum of time. More married women are, therefore, entering the labour force.

Most women in the labour force were in two regions: Ontario had 38.6 per cent and Quebec 27.2; the Prairie region had 17.1 per cent, British Columbia 9.1 and the Atlantic region 8.0 per cent of the total.

Age distribution—Almost one-third of all the girls and women in the labour force were under 25 years of age; a larger proportion, 39 per cent, were between the ages of 25 and 44; and 29 per cent were 45 years of age or more.

Participation by age—Three of every ten women were in the labour force. The highest participation rate (the labour force as a percentage of the population in the age group) was in the 20- to 24-year range: fully half of those 20 to 24 years of age were in the labour force. Between the ages of 25 to 34 years, the rate dipped to 29.2 per cent.

Relatively higher proportions, 31.7 per cent and 34.7 per cent, represent respectively the women who were from 35 to 44 and 45 to 54 years of age. For those who were from 55 to 64, the participation rate dropped to about one in every four, 24.7 per cent; and for women 65 years and over, to 5.8 per cent. The participation rate for teen-agers was similar to that for the total female labour force: one in three.

Marital status—Almost half, 49.7 per cent, of all the women in the labour force were married; 40.2 per cent were single, and 10.1 per cent were widowed, separated or divorced.

Of all the married women in the population, 23 of every 100 were in the labour force; for the widowed, separated or divorced the ratio was 28 in 100. Of those who were single, 14 years of age and over, 49 of every 100 were in the labour force.

Hours of work—Most women, 59.2 per cent, worked between 35 and 44 hours a week. The average work week of the remainder of the employed women was as follows: 45 hours and more, 12.0 per cent; 25 to 34 hours, 10.3 per cent; 15 to 24 hours, 7.5 per cent; 1 to 14 hours, 5.7 per cent.

The percentage of women workers who state that they usually work less than 35 hours a week has been gradually increasing and reached 20 per cent of the total in 1963.

Occupational groups—The types of work that women do tend to be clustered in five broad occupational groups. Clerical work accounts for 30 per cent; personal services, 23 per cent; professional services, 15 per cent; manufacturing, 11 per cent; and commercial occupations, 10 per cent.

The concentration of women is further accentuated by the fact that more than half the persons employed in clerical and service occupations are women. In 1963, women made up 64.2 per cent of all clerical workers in comparison with 58.1 per cent in 1953. Of persons employed in the service occupations, 57.3 per cent were women, up from 52.3 per cent in 1963.

The proportion of employed women in professional services increased slightly over the past decade while that in manufacturing decreased. Commercial occupations, on the other hand, remained relatively stable.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During April, May and June

(except those under negotiation in March)

Company and Location	Union
Aluminum Co. of Canada, Shawinigan, Que.	Metal Trades' Federation (CNTU)
Anglo-Nfld. Development Co., Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors' Assn., Nfld.	Carpenters (AFL-CIO/CLC) (loggers)
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
CPR, system-wide	Locomotive Firemen & Enginemen (AFL-CIO/-CLC)
CPR, system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Celgar, Rayonier Canada & B.C. Forest products, Watson Island, Woodfibre & Crofton, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast	Woodworkers (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Papermakers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River & others, B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Motor Trans. Industrial Relations Bureau (car carriers), Que. & Ont.	Teamsters (Ind.)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. ((AFL-CIO/CLC)
Scott-La Salle, Longueuil, Que.	Empl. Assn. (Ind.)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
United Keno Hill Mines, Elsa, Y.T.	Mine, Mill & Smelter Wkrs. (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local

Part II—Negotiations in Progress During March

Bargaining

Company and Location	Union
Aluminum Co. of Canada, Arvida & other centres, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Assn. Patronale du Commerce (Hardware), Quebec, Que.	Commerce Empl. Federation (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
Automatic Electric, Brockville, Ont.	IUE (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.	IUE (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
	UE (Ind.)
Cdn. Westinghouse, Hamilton, Ont.	Bush Wkrs., Farmers' Union (Ind.)
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Cluett Peabody, Kitchener & Stratford, Ont.	CLC-chartered local
Collingwood Shipyards, Collingwood, Ont.	
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Engineering, Lachine, Que.	Machinists (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Domtar Pulp & Paper (Howard Smith Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper, East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dupuis Freres, Montreal, Que.	Commerce & Office Empl. (CNTU)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Edmonton City, Alta.	United Fishermen (Ind.) & Native Brotherhood Ind.) (shore wkrs.)
Fisheries Assn. & cold storage cos., B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assn., B.C.	Retail Clerks (AFL-CIO/CLC)
Food stores (various), Vancouver, Victoria & New Westminster, B.C.	Bush Wkrs., Farmers' Union (Ind.)
Gaspesia woods contractors, Chandler, Que.	Clothing Workers' Federation (CNTU)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Marine Wkrs. (CLC)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Service Empl. Federation (CNTU)
Hopital Notre Dame, Montreal, Que.	Service Empl. Federation (CNTU)
Hopital Ste. Jeanne d'Arc, Montreal, Que.	Service Empl. Federation (CNTU)
Hopital Ste. Justine, Montreal, Que.	Service Empl. Federation (CNTU)
Hospitals (7), Montreal & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Dieu de Montreal, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Steelworkers (AFL-CIO/CLC)
International Nickel, Thompson, Man.	Empl. Assn. (Ind.)
Kelly, Douglas & Co., Vancouver & other centres, B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Marine Industries, Sorel, Que.	Metal Trades' Federation (CNTU)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (traffic empl.)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Northern Electric, London, Ont.	Empl. Assn., (Ind.)
Ontario Hydro, company-wide	Public Empl. (CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Ottawa City, Ont.	Public Empl. (CLC)
N. M. Paterson & Sons, Ont. & Que.	Seafarers (AFL-CIO)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Quebec Hydro-Electric Commission, Montreal & other centres, Que.	Public Empl. (CLC) (outside empl.)
RCA Victor, Montreal, Que.	IUE (AFL-CIO/CLC)
Ready-mix concrete companies, Toronto, Ont.	Teamsters (Ind.)

Company and Location	Union
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Rolland Paper, Mt. Rolland & St. Jerome, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver, New Westminster & other centres, B.C.	Butcher Workmen (AFL-CIO/CLC)
Spruce Falls & Kimberly-Clark, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Swift Cdn. (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Tamper Limited, Lachine, Que.	IUE (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (outside empl.)
Winnipeg Metro., Man.	Public Empl. (CLC)

Conciliation Officer

Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL–CIO/CLC)
Cdn. General Electric, Cobourg & Oakville, Ont.	IUE (AFL-CIO/CLC)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Philips Electronics, Leaside, Ont.	IBEW (AFL-CIO/CLC)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Winnipeg Metro (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Conciliation Board

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
CNR, CPR & other railways	15 unions (non-operating empl.)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver Police Commissioners Board, Vancouver, B.C.	B.C. Peace Officers (CLC)

Post-Conciliation Bargaining

Cdn. General Electric, Guelph, Peterborough & Toronto, Ont.	UE (Ind.)

Arbitration

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Hospitals (13), Montreal & other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)

Work Stoppage

Shipbuilders (various), Vancouver & Victoria, B.C.	Various unions

Part III—Settlements Reached During March 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Assn. Patronale des Institutions Religieuses et des Fabriques Paroissiales Du Diocese de St-Hyacinthe, St-Hyacinthe and other centres, Que.—Service Employees' Federation (CNTU): 2-yr. agreement covering 1,000 empl.—new wage scale to be similar to new Montreal area rates (less $1 a wk.) negotiated between Service Employees' Federation and several Montreal hospitals; as of Jan. 1, 1964 reduction in work week for office empl. from 40 to 37½ hrs., with same take-home pay; eff. Jan. 1, 1965 reduction in work week for certain occupations from 40 to 37½ hrs., with same take-home pay; 2 wks. vacation after 1 yr. (formerly after 3 yrs.), 3 wks. after 6 yrs. (formerly after 8 yrs.), 4 wks. after 8 yrs. (new provision); improvement in seniority provision; agreement to expire Dec. 31, 1965.

Cdn. Steel Foundries, Montreal, Que.—Steel and Foundry Wkrs. (Ind.): 2-yr. agreement covering 810 empl.—depending on classification, wage increases from 4¢ to 8¢ an hr. eff. March 28, 1964, and increases from 3¢ to 5¢ an hr. eff. Oct. 4, 1965; payment of lump sum of $60 in lieu of retroactivity, prorated on number of wks. worked between Oct. 4, 1963 and March 28, 1964; increase in premium for hot and dirty work; agreement to expire Oct. 3, 1965.

CNR, Eastern Canada (excl. Nfld.)—Locomotive Engineers (Ind.): 3-yr. agreement covering 1,600 empl.—yard engineers to receive increases of 1.5% eff. May 1, 1964, 3.5% eff. May 1, 1965, 7% eff. May 1, 1966; road engineers to receive increases of 3% eff. May 1, 1964, 0.5% eff. May 1, 1965; agreement to expire April 30, 1967.

CNR, System-wide—Locomotive Firemen and Enginemen (AFL-CIO/CLC): 3-yr. agreement covering 2,700 empl.—empl. in passenger and hostling services to receive increases of 1% eff. May 1, 1964, 1% eff. Dec. 1, 1964, 1% eff. May 1, 1965, 2% eff. Dec. 1, 1965, 1½% eff. Dec. 1, 1966; empl. in freight and yard services to receive increases of 1% eff. May 1, 1964, 1% eff. Dec. 1, 1964, 1% eff. May 1, 1965, 1% eff. Dec. 1, 1965; agreement to expire April 30, 1967.

Employeurs Forestiers de la Gatineau, Que.—Carpenters (Lumber and Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 1,800 empl.—general wage increases of approximately 3% eff. May 1, 1964 and approximately 3% eff. May 1, 1965; in lieu of paid holidays empl. to receive 1½% of gross earnings (formerly 1%) for first yr. of agreement, and 2% for second yr.; agreement to expire March 31, 1966.

Employeurs Forestiers de la Mauricie, Que.—Carpenters (Lumber and Sawmill Wkrs.) (AFL-CIO/CLC): 2-yr. agreement covering 3,000 empl.—general wage increases of approximately 3% eff. May 1, 1964 and approximately 3% eff. May 1, 1965; in lieu of paid holidays empl. to receive 1½% of gross earnings (formerly 1%) for first yr. of agreement, and 2% for second yr.; agreement to expire March 14, 1966.

Page-Hersey Tubes, Welland, Ont.—U.E. (Ind.): 2-yr. agreement covering 850 empl.—wage increases of 6¢ an hr. retroactive to Nov. 1, 1963, 6¢ an hr. eff. Nov. 1, 1964; in 1964, 4 wks. vacation after 22 yrs. of service (formerly after 24 yrs.); in 1965, 4 wks. vacation after 20 yrs.; agreement to expire Oct. 31, 1965.

Toronto Western Hospital, Toronto, Ont.—Building Service Empl. (AFL-CIO/CLC): 2-yr. agreement covering 700 employees.—wage increases of $9 per mo. eff. March 1, 1964, $9 per mo. eff. March 1, 1965; new union security provision; agreement to expire Feb. 28, 1966.

Vancouver General Hospital, Vancouver, B.C.—Public Empl. (CLC): 3-yr. agreement covering 1,700 empl.—wage increases of 3% retroactive to Jan. 6, 1964, 2½% eff. Jan. 5, 1965, 3% eff. Jan. 4, 1966; as of Jan. 6, 1964, 4 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); commencing Jan. 4, 1965, 4 wks. after 11 yrs.; commencing Jan. 4, 1966, 4 wks. after 10 yrs.; agreement to expire Jan. 4, 1967.

Pay Increases in 1963 for 10 Million British Workers Average 4 Per Cent

More than 10,000,000 manual workers in Britain obtained an average increase of more than 4 per cent in their basic weekly wage rates last year, it was learned from a survey by the British Ministry of Labour of wage movements and hours of work during 1963.

The survey covered some 13,500,000 manual workers whose wages and working conditions are settled by collective bargaining, either through voluntary machinery or statutory bodies. Office employees and the like were not covered by the survey.

All told nearly 10,000,000 manual workers received an average increase of 4.3 per cent in weekly wage rates. But nearly 700,000 workers gained a reduction in the length of their standard work-week without a reduction in pay; the effect of this was to lift the average increase in hourly wage rates to 4.5 per cent.

The movement toward shorter hours slowed down somewhat when compared with earlier years. In 1962, nearly 1,400,000 workers won a shorter work-week; in 1961, nearly 5,750,000; and in 1960, more than 6,750,000.

A new feature in Britain's industrial negotiations last year was the development of long-term agreements extending over two years or more.

South Africa Withdraws from ILO

"Accumulation of hostile acts against South Africa" given as reason for voluntary and unilateral secession from world body

The Government of the Republic of South Africa last month sent to ILO Director-General David A. Morse a communication informing him of that country's intention to withdraw from the International Labour Organization.

The South African Minister of Labour, Senator E. E. Trollip, told Parliament that the Government had been influenced in its decision by "an accumulation of hostile acts against South Africa."

He cited the invalidation of the credentials of the South African Worker Delegates to the 1963 International Labour Conference, the subsequent exclusion by the ILO Governing Body of the South African worker delegation from certain industrial committees, and the adoption in February (L.G., March, p. 208) of Governing Body resolutions outlining a proposed program for the elimination of *apartheid*.

The Minister said that this latter action "represented a clear case of deliberate interference in South Africa's domestic affairs and a complete disregard of the benevolence of the Government's racial policies."

The South African note to the ILO Director-General said: "It has now become abundantly clear that the International Labour Organization will refuse to proceed with its proper task and duties, as a non-political international organization, while South Africa remains a member. It is obvious, also, that it is not intended to retain South Africa as a member functioning fully within its rights.

"The time has, therefore, come, more particularly as a result of the recent meeting of the Governing Body, for the Republic of South Africa to decide whether it should retire of its own free will or allow itself to be forced out with the resultant harm this will bring to an organization which has already lost so much of its status. The Republic has chosen to leave the Organization now so as to give it an opportunity of attempting to return to the objectives for which it was established, if that be possible after the unhappy and unnecessary incursion into political recrimination between, and persecution of, fellow members.

"In deciding to withdraw from the Organization, South Africa considers itself justified in acting on the same unilateral basis adopted by the Organization in its attempts to curtail or terminate South Africa's membership. In view of the denial to South Africa of its basic rights as a member, the South African Government accordingly does not consider itself bound by the provisions of the Constitution in terms of which two years' notice of termination of membership must be given to the Organization, and as from the date of notification to the Director-General of South Africa's withdrawal, all obligations towards the Organization will be regarded as having been terminated, including the obligation with regard to South Africa's financial contribution to the Organization for the current year."

At the end of the month, David A. Morse, ILO Director-General, addressed a reply to the Minister of Foreign Affairs of the Republic of South Africa. In his letter Mr. Morse said that the ILO constitution provided:

> No Member of the International Labour Organization may withdraw from the Organization without giving notice of its intention so to do to the Director-General of the International Labour Office. Such notice shall take effect two years after the date of its reception by the Director-General subject to the Member having at that time fulfilled all financial obligations arising out of its membership. When a Member has ratified any international labour Convention, such withdrawal shall not affect the continued validity for the period provided for in the Convention of all obligations arising thereunder or relating thereto.

"South Africa will accordingly," Mr. Morse wrote, "subject to having at that time fulfilled all financial obligations arising out of its membership, cease to be a Member of the International Labour Organization on 11 March 1966.

"Until that date the undertaking of the Government of South Africa, contained in the instrument of ratification of the constitution of the International Labour Organization . . . remains binding upon the Government of the Republic of South Africa.

"Your statement will be communicated, together with this reply, to the Members of the Organization and to the Governing Body of the International Labour Office, and it will be for the Governing Body and the Conference to determine what action they would now wish to take in respect of the proposals which are pending before the Conference and the terms of your communication . . . . "

TEAMWORK in INDUSTRY

Purchasing agents are usually thought of as people concerned with buying the wide variety of materials that industry needs to turn out a finished product. For R. H. "Bob" McGahey, purchasing agent for the Toronto, Ont., division of Weston Bakeries Limited, this is only half the job. The other half involves labour-management relations—for Mr. McGahey has been chairman of the plant's Labour-Management Co-operation Committee for the past six years. The LMCC was founded in April 1956.

During a recent interview with visitors from the federal Department of Labour, Mr. McGahey emphasized the importance of informality in the conduct of Labour-management relations at the plant level. "Our regular meetings are characterized by informality," he explained. "In eight years of getting together to discuss our everyday problems, we've learned that we get more information exchanged this way. A stiff, formal approach tends to bottle people up. A great deal more can be achieved if the atmosphere is relaxed and friendly."

He further emphasized that employee members—particularly new appointees to a committee—should periodically be reassured by management that their opinions will "not be taken down and used against them." Sure of where they stand, employees will feel free to be honestly critical about problems appearing on the agenda.

"These uninhibited exchanges have helped to promote trust and respect between labour and management in this plant," continued Mr. McGahey. "I wouldn't undersell the value of our LMCC to anyone. We haven't had a strike in the 12 or 13 years I've been here—and the record goes back before that. The spirit developed in our committee meetings deserves a share of the credit."

Mr. McGahey thinks that plant rumours can be treated more quickly and thoroughly by a labour-management committee than by any other means a company might devise. "You can have no idea how many rumours are circulating throughout your plant or office until you set up a committee," he said recently. "Until you provide the means for gathering them, and give employees the opportunity to report them, they will remain underground, damaging your relations in general and morale in particular."

Mr. McGahey reported that LMCC meetings at Weston's have been singularly successful at dispelling rumours and reducing wild talk. Once the subject began appearing regularly on the meeting agenda for discussion, rumours began declining rapidly in number and influence. "Don't understimate their variety and subject matter," he warned. "We discovered our people discussing layoffs and the closing down of departments when there wasn't a shred of a reason for such talk."

Control of rumours alone makes a labour-management committee worth having, for an atmosphere of uncertainty in a plant can undermine employee morale and cut heavily into production efficiency, he added. "In our experience there is *nothing* as effective as a labour-management committee when it comes to dealing with the many problems that show up in the day-to-day manufacturing process. They are problems not covered by collective bargaining agreements. In its handling of these outside areas, our LMCC has become a useful and vital partner in production."

One of the Toronto plant's most irritating problems was language differences. There are many persons of Italian, Jugoslav and German descent among the 282-member staff, and until language difficulties were straightened out at LMCC meetings, the plant ran into obstacles almost daily. Today, employee representatives for the various ethnic groups attend LMCC meetings, whenever necessary, for briefing and active participation. "When they go back onto the plant floor," said Mr. McGahey, "they take L-M policy with them—and the right words to put it across."

Among the union representatives serving on the LMCC at Weston Bakeries is Cyril Roberts, shop steward for Local 461, Retail, Wholesale and Department Store Union (AFL-CIO/CLC). "We've been able to get a lot of things done on the job since we organized our committee in 1956," reported Mr. Roberts. "Most important, the Labour-Management Co-operation Committee has educated our people to come forward with their ideas. They have helped to improve things all around—working conditions, good housekeeping, waste, rumours, safety and other problems have all been brought home to each one of us."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during February. The Board issued seven certificates designating bargaining agents, granted one application for revocation of certification, ordered four representation votes, and rejected three applications for certification. During the month the Board received eight applications for certification, one application for revocation of certification, one request under Section 61(2) of the Act for review of an earlier decision, and allowed the withdrawal of one such request.

Applications for Certification Granted

1. The Order of Railroad Telegraphers, System Division No. 43, and System Division No. 1, on behalf of various system employees in Canada except Newfoundland employed by the Canadian National Railways (L.G., July 1963, p. 601). The Canadian Brotherhood of Railway, Transport and General Workers, and The Commercial Telegraphers' Union, had intervened.

2. The Order of Railroad Telegraphers, System Division No. 85, System Division No. 43, and System Division No. 1, on behalf of a unit of employees of the Canadian National Railways in its Telecommunications Department (L.G., July 1963, p. 601). The Commercial Telegraphers' Union had intervened.

3. The Order of Railroad Telegraphers, System Division No. 85, on behalf of a unit of agents, despatchers, and operators, employed by the Canadian National Railways in Newfoundland (L.G., July 1963, p. 601). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and The Commercial Telegraphers' Union, had intervened.

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian National Railways in Newfoundland in various clerical and other classifications (L.G., Aug. 1963, p. 693). The Order of Railroad Telegraphers had intervened.

5. Maritime Airline Pilots Association, on behalf of a unit of pilots and co-pilots employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (L.G., Mar., p. 214). The Canadian Air Line Pilots' Association had intervened.

6. Maritime Airline Pilots Association on behalf of a unit of operations personnel employed by Eastern Provincial Airways (1963) Limited, Gander, Nfld. (L.G., Mar., p. 214).

7. Association of Radio and Television Employees of Canada, on behalf of a unit of employees of Western Manitoba Broadcasters Limited, Brandon, Man. (CKX, CKX-TV, CKX-FM) (see "Applications for Certification Received," below).

Representation Votes Ordered

1. National Syndicate of the Employees of Ogilvie Flour Mills Co. Ltd. (CNTU), applicant, The Ogilvie Flour Mills Company, Limited, Montreal, Que., respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot (L.G., Feb., p. 127) (Returning Officer: Miss M.-P. Bigras) (one vote ordered, see item 4, below).

2. National Syndicate of the Employees of Robin Hood Flour Mills Ltd. (CNTU), applicant, Robin Hood Flour Mills Limited, Montreal, Que., respondent, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot (L.G., Feb., p. 128) (Returning Officer: Miss M.-P. Bigras) (one vote ordered, see item 5, below).

3. National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, applicant, Robin Hood Flour Mills Limited, Montreal, Que., respondent (stationary engineers), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot (L.G., Feb., p. 128) (Returning Officer: Miss M.-P. Bigras) (see item 5, below).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, The Ogilvie

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Flour Mills Company, Limited, Montreal, Que., respondent, and the National Syndicate of the Employees of Ogilvie Flour Mills Co. Ltd. (CNTU), intervener. The Board directed that the names of both the applicant and the intervener appear on the ballot (L.G., Feb., p. 128) (Returning Officer: Miss M.-P. Bigras) (one vote ordered, see item 1, above).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, Robin Hood Flour Mills Limited, Montreal, Que., respondent, and the National Syndicate of the Employees of Robin Hood Flour Mills Ltd. (CNTU), intervener. The Board directed that the names of both the applicant and intervener appear on the ballot (L.G., Feb., p. 128) (Returning Officer: Miss M.-P. Bigras) (one vote ordered, see item 2, above). The National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, had intervened on behalf of the stationary engineers employed by the respondent. The Board excluded the stationary engineers from the voting unit in this case and ordered a separate vote in the application for certification made by Local 14850 on behalf of the stationary engineers (see item 3, above).

6. Ian Byers, *et al.*, applicants, Kitchener-Waterloo Broadcasting Company Limited, Kitchener, Ont., respondent, and the National Association of Broadcast Employees and Technicians, respondent. The Board ordered a vote following consideration of an application for revocation of certification (L.G., Jan. p. 39) (Returning Officer: A. B. Whitfield).

Applications for Certification Rejected

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

America, applicant, and Transport D'Anjou Inc., Rivière-du-Loup, Que., respondent (L.G., March, p. 213). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2 and 3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant and intervener, the National Syndicate of the Employees of Maple Leaf Mills Limited (CNTU), applicant and intervener, and Maple Leaf Mills Limited, Montreal, Que., respondent (Henri Julien Warehouse) (L.G., Feb., p. 129). The applications were rejected for the reason that the Board considered on the evidence that it lacks jurisdiction because the operations carried on by the company at its Henri Julien Warehouse are not such as to bring it within the scope of Section 53(g) of the Industrial Relations and Disputes Investigation Act, not being such as to be deemed to be "a work for the general advantage of Canada" within the meaning of Section 45 of the Canadian Wheat Board Act or Section 174 of the Canada Grain Act.

Applications for Certification Received

1. Association of Radio and Television Employees of Canada, on behalf of a unit of employees of Western Manitoba Broadcasters Limited, Brandon, Man. (see "Applications for Certification Granted," above) (Investigating Officer: J. S. Gunn).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Central Ontario Television Limited, Kitchener, Ont. (CKCO-TV and CKKW) (Investigating Officer: A. B. Whitfield).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers Local 938, General Truck Drivers, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of A and H Express Lines Ltd., Port Credit, Ont. (Investigating Officer: A. B. Whitfield).

4. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 977, on behalf of a unit of grain handlers, employed by Cargill Grain Company Limited, Baie Comeau, Que. (Investigating Officer: R. L. Fournier).

5. International Longshoremen's Association Local 1842 and Local 1869, on behalf of a unit of stevedores and freight checkers employed at the port of Kingston, Ont., by Eastern Canada Stevedoring Company Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

6. The National Syndicate of the Employees of the Trucking Industry Saguenay Lake St. John Inc., Tremblay Express Section, applicant, on behalf of a unit of employees of Tremblay Express Limited, Jonquière, Que. (Investigating Officer: R. L. Fournier).

7. Local 501, International Longshoremen's and Warehousemen's Union, Canadian Area, on behalf of a unit of dock employees of the National Harbours Board, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

8. General Drivers, Warehousemen and Helpers Local Union No. 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Empire Freightways (Midland Superior) Limited, Winnipeg, Man. (Investigating Officer: J. S. Gunn).

Application for Revocation Received

Albert G. Chayer, applicant, Seafarers' International Union of North America, Canadian District, respondent, and National Harbours Board, Montreal, Que., respondent. The application was for the revocation of the certification issued by the Board on August 25, 1961 to the respondent union in respect of a unit of marine engineers employed aboard the tugs *Sir Hugh Allan* and *Glenkeen* by the National Harbours Board at Montreal, Que. (L.G. 1961, p. 1035).

Request for Review Received

Request for review of the certificate issued by the Board on November 3, 1961, affecting the National Association of Broadcast Employees and Technicians, applicant, and Canadian Marconi Company, Montreal, Que., respondent (CFCF and CFCF-TV) (L.G. 1962, p. 50).

Request for Review Withdrawn

Request for review of the certificate issued by the Board on September 27, 1961, affecting Cape Breton Projectionists Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local Union No. 848, Sydney, Glace Bay and New Glasgow, N.S., applicant, and Hector Broadcasting Co. Ltd. (Radio Station CKEC), New Glasgow, N.S., respondent (L.G., Mar., p. 215).

Application for Revocation Granted

Marc Charron, *et al,* applicants, La Compagnie Nationale au France (Reservations Section), Montreal, Que., respondent, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). Local 698 respondent.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian National Railways and Canadian National Railways Police Association (Conciliation Officer: C. E. Poirier).

2. Central Mortgage and Housing Corporation and Region 76, District 50, United Mine Workers of America (Conciliation Officer: C. E. Poirier).

3. Toronto Harbour Commissioners and Toronto Harbour Commissioners Employees' Union, Local 186 (Conciliation Officer: T. B. McRae).

4. North-American Elevators Limited and Syndicat Catholique et National des Débardeurs de Sorel Inc. (Conciliation Officer: C. E. Poirier).

5. Bell Telephone Company of Canada (Directory Sales Department, Eastern Region) and Local 57 of the Officer Employees' International Union (Conciliation Officer: C. E. Poirier).

6. Ottawa Transportation Commission and Division 279 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: T. B. McRae).

7. Cubana Airlines Limited, Montreal, and Canadian Air Line Dispatchers' Association (Conciliation Officer: C. E. Poirier).

8. St. Lawrence Seaway Authority and the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

9. Northwest Shipping (1962) Co. Ltd. and Northland Shipping (1962) Co. Ltd., Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

Settlements by Conciliation Officers

1. Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen, Lodge No. 611 (Conciliation Officer: T. B. McRae) (L.G., March, p. 215).

2. Northern Telephone Company Limited, New Liskeard, Ont., and District 10 of the Communications Workers of America (Conciliation Officer: T. B. McRae) (L.G., March, p. 215).

3. Soo-Security Motorways Ltd., Winnipeg, and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn) (L.G., Feb. p. 131).

4. TransAir Limited, Winnipeg, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: J. S. Gunn) (L.G., Nov. 1963, p. 1016).

5. Toronto Harbour Commissioners and Toronto Harbour Commissioners Employees' Union, Local 186 (Conciliation Officer: T. B. McRae) (see above).

Conciliation Boards Appointed

1. Negotiating Committee representing the Associated Non-Operating Unions, and Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central and Hudson Bay Railway Company; The Midland Railway Company of Manitoba; and The Cumberland Railway Company (Sydney and Louisburg Division) (no conciliation officer previously appointed.)

2. Newfoundland Employers Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (L.G., March, p. 215).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in January to deal with a dispute between Asbestos-Eastern Transport Inc., Asbestos, Que., and Locals 106 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 215) was fully constituted in February with the appointment of the Honourable Mr. Justice Ouimet of Montreal as Chairman. Mr. Justice Ouimet was appointed by the Minister on the joint recommendation of the other two members of the Board, Camille Archambault and Reuben Spector, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

Conciliation Board Report Received

Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., Oct. 1963, p. 899). The text of the report is reproduced below.

Settlement Reached After Board Procedure

Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (see above).

90159—3

Report of Board in Dispute between

Canadian Broadcasting Corporation
and
National Association of Broadcast Employees and Technicians

Your Board of Conciliation met the parties in Ottawa first on October 22 and 23, and again on November 2 and 3, and the Board met in executive session in Belleville on November 24, 1963.

There appeared before the Board of Conciliation on behalf of the Corporation:

John Brooke, Q.C., Counsel
Clive McKee, Director, Industrial and Talent Relations
Cliff Kelley, Assistant Director, Industrial and Talent Relations
Lloyd Langille, Senior Engineer, Montreal
Reg Horton, TV Technical Director, Toronto
Guy Fontaine, TV Technical Director, Montreal
Peter Burgess, TV Technical Director, Edmonton
D. J. Van Bommel, Supervisor, Personnel Relations
Derek Nelson, Manager, Industrial Relations
Jack MacDonnell, Salaries Research Officer
Harry O'Grady, Liaison Officer, Accounting and Industrial and Talent Relations
Ron Freeman, Supervisor, Industrial Relations, Toronto
Gerry Belisle, Supervisor, Industrial and Talent Relations, Montreal
Margaret Crombie, Secretary.

And on behalf of the union:

E. B. Jolliffe, Q.C., Counsel
T. J. O'Sullivan, Director for Network Affairs
R. B. Boyd, Committee Secretary
R. Manson, Representative, Toronto
J. Benoit, Representative, Montreal
P. Robillard, Representative, Montreal
I. Stephen, Representative, Vancouver
F. H. Wadsworth, Representative, Ottawa
B. Mather, Representative, Toronto
M. Jakymiw, Montreal (Observer)
J. Thibault, Ottawa(Observer)
P. Gauer, Ottawa, (Observer).

At these meetings, the Board heard the submissions and arguments of both parties, in which all matters in dispute were thoroughly explained to the Board. The Report of the conciliation officer advises that all items are in dispute as reported to the Department of Labour on May 2, 1963. All items remained in dispute at the opening of the Board hearings. These items were numerous and the Board does not intend to list them.

After an exhaustive effort to settle the issues in dispute, the Board was not successful, and there then remained 12 items of dispute upon which the Board feels it necessary to report. These matters are:

1. Wages.

2. Request for premiums under Article 23 in certain film assignments.

3. Request that St. John Baptiste Day have the same status as a statutory holiday in the Province of Quebec.

4. Create a new group known as II—D as of April 1, 1964. (This is a request for a new group to be created of technicians performing combined functions, and the demand also includes a request for at least one further increment increase for this group.)

5. To have the French text of the collective agreement have equal force and recognition with the English text.

6. A clause relating to the operation by a film camera man of camera and sound on film equipment drawn [up] in such a way that the operation by a film camera man alone will be permitted, but that if the operation requires more than one man, a technician within the bargaining unit to be assigned.

7. NAGRA lists under Article 46.2.4. The union requests that these lists shall be continued. The Corporation, however, wants the list completely done away with or greatly enlarged, as to number, function, and location.

8. Tape-editing lists. The union wants these continued without further additions. The Corporation wants to be free from such lists.

9. Group III announcer-operators. The union wants a minimum of five to be promoted to this group during the year 1964. The Corporation is willing to open Group III to announcer-operators, but the promotion of technicians into this group to be entirely within the discretion of the Corporation.

10. The union requests certain protection against technological layoffs to be embodied in the agreement.

During December 1963, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians.

The Board was under the Chairmanship of His Honour Judge J. C. Anderson of Belleville, Ont. He was appointed by the Minister on the joint recommendation of the other two members, J. W. Healy of Toronto, and Prof. Charles Taylor of Montreal, nominees of the Corporation and Association respectively.

After giving consideration to the Report, the parties asked the Minister to reconvene the Board to reconsider, clarify or amplify certain recommendations in the Report. The Board met and submitted a clarification to the Minister on December 28, 1963. This clarification was released to the parties who, after studying it, again requested the Minister to have the Board meet. The Board issued a final clarification on January 27, 1964, and following further meetings between the parties, the dispute was settled in February. The Report and clarifications are reproduced here.

11. All items upon which understanding was reached during negotiations other than those mentioned herein to be embodied in the text of the agreement.

12. The term of the agreement is in dispute.

In dealing with the above-mentioned matters, the Board will deal with the matters set out in the order in which they are set out, *except as to wages and length of contract,* and these will be dealt with at the end of this report.

Item 2. Re Article 23.1.8—This is a request for increase in film assignment premiums under Article 23.1.8. During negotiations there was a tentative agreement on this request, and the Board therefore recommends that the tentative agreement be incorporated in the new contract. The result of this agreement will be that 23.1.8 shall, in the new contract, read as follows:

A differential of 15 (fifteen) per cent of the basic rate shall be paid for each hour worked on such assignments. This differential shall not be deemed overtime, or part of the base pay.

Item 3. St. John Baptiste Day—The union has requested that St. John Baptiste Day in Quebec be restored to the status of a statutory holiday and not simply a Corporation-declared holiday.

At present there are nine paid holidays, and in addition to that, the contract provides that any day duly proclaimed by federal, provincial or municipal authorities as a public holiday in the area in which the place of employment is located, shall also be considered a paid holiday. In 1953, which was the date of the signing of the first collective agreement, and until 1962, St. John Baptiste Day was treated as a paid statutory holiday, and work on this day was paid as provided in Article 24.1.1, that is, at the time-and-a-half rate computed separately from the work week.

In 1962, Management discontinued recognition of St. John Baptiste Day under said Article 24.1 and decided that this would be recognized as a Corporation-declared holiday under Article 24.2, and work on this day would be paid as provided in Article 24.2.1, that is, at the basic rate computed separately from the work week.

The Corporation submits that to make St. John Baptiste Day a statutory holiday is adding still another cost of operation, and that, as the broadcasting industry is a seven-day-a-week business, it does not by choice require its employees to work on holidays, and the Corporation says that since it already recognizes nine statutory holidays, plus any days duly declared by federal, provincial and municipal authorities as public holidays, and since it is already willing to recognize other days not duly proclaimed as Corporation-declared holidays, that it should not now be expected to include St. John Baptiste Day as a statutory holiday unless this day is duly proclaimed such by federal, provincial or municipal authorities as a public holiday. The Corporation, however, is prepared to agree that, for the life of the agreement, St. John Baptiste Day will be treated as less than a Corporation holiday.

It would seem to your Board that St. John Baptiste Day is in a place somewhere between a recognized statutory holiday and one which is not officially proclaimed by federal, provincial or municipal authority as a public holiday. The employees of the Corporation in Quebec enjoyed the recognition of this day as a statutory holiday from 1953 until 1962, and it would be the view of the Board that this day should be restored to the status of a statutory holiday, and in so doing, it does not feel that this would create a precedent where in some provinces or in some municipalities some particular day is recognized as a holiday but without public proclamation of the same as being a holiday.

Item 4. New Classification—The Union has proposed a new classification to be called Technician II-D, to include those employees who perform a combination of job functions detailed separately under Paragraph 7 of the job specification of Technician (General, Sound), or Paragraph 8 of the job specification of Technician (General, TV).

It appears that as a result of recent technological changes in the broadcasting industry, newly designed electronic equipment allows one man to perform functions previously requiring two or three persons to perform. An example of new equipment includes TV cameras that are operated from a remote location, thus not requiring a camera man; and film projectors that, once loaded with film, are operated from a remote location, and automatically stop and reset for the next operation at the conclusion of the film showing. In some places, a control room technician, from his console position, can now perform a number of functions. That is, he can operate film projector video tape more or less from the camera, and select the picture to be broadcast from film tape or live studio.

The Corporation contends that the new functions that a man performs have so changed the work requirement that, as a result of the new equipment, the work requirement that formerly had to be performed by several men can easily be per-

formed by one man. So the Corporation feels that it is asking its employees to utilize equipment in a fashion consistent with the new designs, and is not asking one man to perform work that was previously done by several.

On the other hand, the union submits that when employees perform a combination of job functions detailed separately under Paragraph 7 of the specifications of Technician, or Paragraph 8 of the job specifications of Technician (General, TV), it requires greater skills, and in any event, the technician should be paid more for the combined operations, and that all the benefit of technological change should not accrue to management.

The parties have agreed to undertake a study of technological change, and the Board's recommendation is that problems arising out of the combining of job functions—whether or not there should be any recognition by upgrading the technicians who do the combined functions—should be referred to a joint study during the life of the forthcoming contract.

In the meantime, the Board is not prepared to recommend the changes sought by the union, namely, the setting up of a new group with a higher pay scale.

Item 5. Re Article 76.1—The union requests that Article 76.1 of the current agreement should read as follows:

> Both the French and the English texts of this agreement shall be considered official texts having equal force, and either may be quoted or relied upon by either party.

During the efforts at conciliation, the Corporation advised that it was willing to concede this request.

The Board therefore recommends that the text of the agreement, both in English and French, shall be considered official texts having equal force.

It is, however, recognized that there may be some time lag before an official French text can be prepared and executed. The Board leaves it to the parties to work out the method of preparing the French text and making sure that it conforms in wording and intent to the English text, but it also suggests that as soon as the official English text has been executed, that the parties should then turn to the preparation of a French text, and that when this has been prepared, it should be executed, and then both the French and English texts will be considered official texts having equal force.

Item 6. Re Article 46—The Corporation has proposed a change in Article 46 that will permit the sound equipment associated with film cameras to be operated by the film camera man.

The camera equipment that is now available is light and compact, and the sound-recording amplifier can be carried over the camera man's shoulder, or attached to the camera itself. Formerly, where a camera was operated, a technician was required to operate the sound equipment that went along with the operation of the film camera, and the difficulty in this area arises partly because the film camera men are not members of the NABET bargaining unit.

Your Board is of the opinion that with proper safeguards, the Corporation should be allowed to have sound-on-film assignments operated by a film camera man without requiring a technician to accompany the camera man, and Article 46.2.9, the Board recommends, should in the new contract read as follows:

> Film camera men on one-man film assignments who may operate sound recording equipment as well as the camera (whether or not what is recommended has been existing practice).

It is understood, of course, that this relates only to situations that are known as one-man film assignments, or in other words, it restricts the film camera man's use of sound-recording equipment to those cases where the camera man can operate this equipment and the camera as well without additional help.

Item 7. NAGRA Lists under Article 46.2.4—Under the present contract, Article 46.2, the Corporation agrees not to assign to persons outside the bargaining unit duties performed by members of the bargaining unit, but it is agreed that the Corporation shall not be required to alter the existing practice with regard to the following. Then after certain exceptions, Article 46.2.4 goes on to say:

> Program personnel engaged in areas of specialized broadcast activity who may be required to use one-man portable recorders in the performance of their normal duties, i.e., NAGRA, WIREK, or other comparable equipment, to record interviews, commentaries and related material. Such personnel are set forth under separate cover.

An Article 46.2.5 sets out a further exception as follows:

> Program personnel engaged in areas of specialized broadcast activity who audition, time and mark tape in the performance of their normal duties on equipment specifically set aside for their own use who may also be required to splice tapes. Such personnel are set forth under separate cover.

The operation of recording equipment has been recognized as being within the union's jurisdiction since the first agreement, but, since the first agreement likewise, the Union has recognized that program personnel are

required to operate one-man portable recorders in the normal performance of their work. In the past, a good deal of the outside recording was done with bulky recording equipment fitted in cases, and required a technician for its operation. At present, however, the one-man portable recorder has greatly improved and become much smaller. Therefore its use by program personnel has become more frequent.

It is the Corporation's submission that live broadcasts have been replaced largely by a system of pre-recordings made at convenient times and places for broadcast at appropriate times, and that the time has come when this type of equipment, NAGRA and WIREK, etc., should be placed at the convenience of anybody so designated by the Corporation to operate it. The Corporation, as has been stated above, wants the jurisdiction by the union to be relaxed so that program personnel engaged in this program activity using portable recorders may be freely used as required.

Both the Corporation and the union are not satisfied with the present arrangement of naming persons to operate this equipment. The Corporation says that the arrangement is unsatisfactory in three ways:

First, it wants to add to the program people who operate this equipment, news men and announcers.

Second, even where the person named at a certain location is agreed on, that person in the past has not been able to operate the equipment in any other location. Management would like to have individuals on the list to have access to the equipment anywhere in the CBC system.

And third, there have been difficulties and disputes arising concerning the interpretation of the words "in the performance of their normal duties."

Item 8. Tape-Editing Lists— There is also a jurisdictional dispute over the editing of the tape material. The union wants all editing returned to the technicians, and the Corporation says that the editing required is simply cutting and splicing, and should be done by the person who operates the tape recorder and takes the interviews.

Board's Recommendation—7 and 8

The Board's recommendation is that personnel engaged in programming who are required to use NAGRA equipment or WIREK equipment, or similar equipment, and who are required to edit their own tapes, should be allowed to do so, and that the Corporation should draw up a list of such people, and that the list may be amended as changes occur. Further, that if one person is given as being at a certain location, he may use the equipment at another location, provided the Union is advised that such use is to take place, but that such list should not be enlarged beyond that submitted by the Corporation to the Union during Conciliation Board hearings.

The Board should also state that this recommendation should be limited to the duration of the next contract and then should be open for renegotiation. In the meantime, a joint study committee of both Management and Union should be set up to study the question of jurisdiction over this equipment, with a view to finding a satisfactory solution to the jurisdictional problem and doing away with the lists during the period before referred to.

Item 9. Re Announcer-Operators—The Union requests that Group III be open to announcer-operators and that a minimum of five be promoted to this Group III during the year 1964.

There is a job classification in the NABET called announcer-operator. The latter performs a combined function of announcer and technician in some CBC centres. The wage range of announcer-operators is in Group II-C, and it is the union's submission that because these operations have been combined they have been down-graded to some extent. The Corporation is willing to concede that Group III be open on promotion by way of merit and under the terms of the Contract to announcer-operators, but it is not willing to contract that a certain number of the announcer-operators be promoted within a certain time to Group III.

Board's Recommendation

The Board recommends that Group III be open to announcer-operators, and the fact that this group is to be open to announcer-operators means that it is possible, and in the course of time there should be announcer-operators promoted to this group. The Board is satisfied that if the management opens Group III to announcer-operators, it will actually promote qualified people within the term of this agreement to Group III.

Item 10. Technological Lay-offs—It will be seen that if the recommendations above set out are carried out and a contract containing them, is entered into, there may be personnel who are now performing functions within the NABET unit who will no longer be performing the functions they are presently performing.

NABET is a technical unit, and the Board is of the opinion that NABET is just as anxious as the Corporation to enter into a collective agreement that will permit utilization of new equipment, taking advantage of technological changes in the industry, provided its unit is protected from layoff or from lack of job opportunity.

Board's Recommendation

The Board therefore recommends that there should be changes in the layoff provisions of the contract, particularly relating to layoffs occasioned by technological change combining the functions of technicians, or the loss of work that was formerly within the technical unit to personnel outside the unit, and that such improvements in the lay-off provision should contain as a minimum the following clause:

No present employee shall be laid off by reason of technological change. Such employees whose work is surplus by reason of technological change may be reassigned as a result of a particular change, but the Corporation agrees that no present employees will be laid off because of such change, and that no present employee re-assigned as a result of technological change will be re-assigned to a group or to a salary less than he is receiving at the time of such re-assignment, and that his position on the progressive groupings resulting from years of service shall not be detrimentally affected thereby.

Item 11. Amendments to Collective Agreement as Agreed upon during Negotiations—The Board recommends that all matters that have been agreed upon during negotiation up until the time of the meeting of the Board of Conciliation should be incorporated in the new agreement.

Items 1 and 12. Premium paid for Sundays, and Wages—The union proposed that all work performed on Sunday be compensated for at 10 per cent of the basic rate computed separately from the work week, and that such premium for Sunday work shall not be deemed overtime or part of the base pay and shall be in addition to any other premium paid. The union submits that there is little or no evidence that Sunday has been treated any differently from other days insofar as the assignment of work is concerned, and that the Corporation's undertaking to make every effort to schedule two days off on week-ends as frequently as possible without penalty for Sunday work is valueless. The union further submits that many programs are recorded on Sunday that could be recorded on other days of the week.

The Corporation in reply says that it has been the practice to schedule minimum crews on Sunday, and only operates on Sunday because it is the nature of the business, and as it has peak audiences on Sunday, it must provide service to the greatest possible number of Canadians on that day. It further states that all production groups recognize and accept the necessity of the broadcast industry's and the Corporation's requiring programming to take place on Sunday.

Board's Recommendation

The employees' desire to be free from work on Sunday is understandable. On the other hand, it is common knowledge that in an industry of this kind, programming, both live and taping, must be done on Sunday to some extent if it is to be done at all.

In view of the recommendations hereinafter made with respect to increase in wages, and in view of the recognition that the broadcasting business requires technicians to work on Sunday, the Board is not prepared to recommend that any premium pay be attached to Sunday work.

Wage Increase—Both the Corporation and the union spent a great deal of time presenting to the Board their view of the present wage structure, the Corporation arguing that there should be no increase and the union arguing that there should be very substantial increases. Each party was able to marshall certain statistical information and submitted argument to support its respective point of view. The present contract expired on March 31, 1962.

Board's Recommendation

Having as carefully as possible analysed the submissions of both parties with respect to wages, and having in mind that some considerable time has now elapsed since the expiry of the last contract, your Board of Conciliation recommends that there should be an increase in wages as follows:

An increase of 3 (three) per cent effective April 1, 1963, on wages being paid on March 31, 1963.

A further and additional increase of 4 (four) per cent on March 1, 1964, based on wages being paid on March 31, 1963.

A further and additional increase of 3 (three) per cent effective on February 1, 1965, based on wages paid on March 31, 1963.

The contract to expire on January 1, 1966.

This represents a 10 per cent increase on basic rates as in effect on March 31, 1963, over a 33-month period.

All of which is respectfully submitted.

(*Sgd.*) J. C. Anderson,
Chairman.

I concur, with some reservations on Items 3, and 1 and 12. See Addendum:

(Sgd.) J. W. Healy,
Member.

I concur, with some reservations on Recommendations 7 and 8. See Addendum:

(*Sgd.*) Charles Taylor,
Member.

Dated at Belleville, Ont., this 17th day of Dec., 1963.

Addendum by J. W. Healy

I have concurred in the Report of the learned Chairman with some reservations respecting his recommendations on Items 3 and 1-12.

Item 3—While it may be, as the Chairman finds, that St. John Baptiste Day should be restored to the status of a statutory holiday, I think the parties should continue to rely in the determination of the status of holidays on proclamation by the appropriate governmental authorities.

Items 1 and 12—It seems to me that the Chairman's recommendation of a 10 per cent increase in wages over a period of 33 months from the expiry date of the previous collective agreement is somewhat higher than can be justified. In my view, such a substantial increase on the present high level of wages should be apportioned over a period of at least three years from the said expiry date.

I raise one further point, solely for clarification. The Chairman states in his first paragraph under "Item 10—Technological Layoffs" that if the recommendation "above set out" (i.e., those relating to sound on film, NAGRA and WIREK equipment, and the editing of tape) "are carried out . . ., there may be personnel who are performing functions within the NABET unit who will no longer be performing the functions they are presently performing."

In its Brief, on page 32, within the section devoted to its submission on the sound-on-film issue, the Corporation indicated its willingness to ensure that there would be no layoffs. Whether or not the Corporation also had in mind changes occasioned by the use of NAGRA and WIREK and the editing of tape, I think the Board's recommendation on this issue is limited to the specific technological changes concerning which recommendations have been made, and is conditional upon their acceptance. (Obviously, no employer can guarantee permanent employment and this is particularly true of the changing broadcasting industry.) It is with this understanding that the recommendation of the Chairman on this item has my concurrence.

All of which is respectfully submitted.

(*Sgd.*) J. W. Healy,
Member.

Toronto, December 5, 1963.

Addendum by C. M. Taylor

I concur with the report in general, but I have some reservations regarding the recommendation on Items 7 and 8, touching the lists of names of Corporation personnel, outside the NABET bargaining unit, who have access to portable sound-recording equipment and tape-editing equipment.

The claims of the Management and the union as to the facts of the case, and as to the experience they have had in the past, operating with these lists, are pretty far apart. Both sides seem agreed on one thing only, that this experience has been unpleasant.

It is very difficult for myself, as a layman, to judge the merits of this case without prolonged study, but I believe that there is some hope that after more careful study and consultation, the parties can come to a less cumbrous and more mutually satisfactory arrangement. Both sides are agreed that there must be some exceptions to the Unions' jurisdiction in this field; it is a matter of drawing a line and selecting the criteria.

I would therefore prefer to recommend on this point the status quo for the life of the agreement, pending consultation between the parties in the attempt to find a solution that would become an integral part of the next agreement.

(*Sgd.*) Charles M. Taylor,
Member.

Clarifications and Amendments

Your Board has been asked to clarify and amend, if necessary, to provide for such clarification of certain sections in its Report.

Therefore your Board now clarifies and recommends as follows:

The Board's Item 8 and the Board's Recommendations Nos. 7 and 8 on page 9 [of the original Report] should be deleted and the following substituted therefor.

Item 8—There is also a jurisdictional dispute over the editing of tape material. The union wants all editing returned to the technicians, and the Corporation maintains that editing must often be done by program personnel who are responsible for program value—either by the person who has recorded the tape or by another—and that such editing can be done without the assistance of a technician, and that the efficiency of the operation sometimes requires that it be done in this way.

Board's Recommendation—7 and 8

The Board's recommendation is that personnel engaged in programming who are required to use NAGRA equipment or WIREK equipment, or similar equipment, or who are required to edit tape, should be allowed to do so without the assistance of a technician, and that the Corporation should draw up a list of such people, and that the list may be amended as changes occur. [Further], that if one person is

given as being at a certain location, he may use the equipment at another location, provided the Union is advised that such use is to take place, but that such list should not be enlarged beyond that submitted by the Corporation to the Union during Conciliation Board hearings.

The Board should also state that this recommendation should be one limited to the duration of the next contract and then should be open for renegotiation. In the meantime, a joint study committee of both Management and Union should be set up to study the question of jurisdiction over this equipment, with a view to finding a satisfactory solution to the jurisdictional problem and doing away with the lists during the period before referred to.

All of which is respectfully submitted.

(*Sgd.*) J. C. Anderson,
Chairman.

(*Sgd.*) J. W. Healy,
Member.

(*Sgd.*) Charles Taylor,
Member.

Dated at Belleville, Ont., this 27th day of December, 1963.

Reconsiderations, Clarifications and Amendments

Pursuant to the directions given to the Board by the Director of Industrial Relations, your Conciliation Board established to deal with the above-mentioned dispute reconvened in Belleville on Thursday, January 23, 1964, and heard the full submissions of both parties with respect to those sections of the Board Report that required to be reconsidered and clarified or amplified.

And in order to include in a Report to you, all matters in one document that the Board has, in the past or in the present sitting, found it necessary to reconsider, clarify or amplify, the Board now reports as follows:

Item 2. Re Article 23. 1.8—This deals with an increase in film assignment premiums and overtime pay under Article 23. During negotiations, there was a tentative agreement on the Union's request to alter this Article, and the Board therefore recommends that the tentative agreement be incorporated in the new contract. The result of this agreement will be that 23.1.8 shall, in the new contract, read as follows:

A differential of 15 per cent of the basic rate shall be paid for each hour worked on such assignments. This differential shall not be deemed overtime, or part of the base pay.

In addition, the Board recommends that weekly overtime be paid on days off and holidays worked by personnel on such film assignments as defined in Article 23.1.

Items 1 and 12—The Board's paragraph and recommendation on wage increase on pages Nos. 12 and 13 [of the original Report] should be deleted and the following substituted therefor.

Wage Increase—Both the Corporation and the Union spent a great deal of time presenting to the Board their view of the present wage structure, the Corporation arguing that there should be no increase and the Union arguing that there should be very sustantial increases. Each party was able to marshall certain statistical information and submitted argument to support its respective point of view. The present contract expired on March 31st, 1963.

Board's Recommendation

Having as carefully as possible analysed the submissions of both parties with respect to wages, and having in mind that some considerable time has now elapsed since the expiry of the last contract, your Board of Conciliation recommends that there should be an increase in wages as follows:

An increase of 3 per cent (three per cent) effective April 1, 1963, on wages being paid on March 31, 1963.

A further and additional increase of 4 per cent (four per cent) on March 1, 1964, based on wages being paid on March 31, 1963 .

A further and additional increase of 3 per cent (three per cent) effective on February 1, 1965, based on wages paid on March 31, 1963.

The contract to expire on January 1, 1966.

The increases recommended would apply to all remuneration based on wage rates. (The increases do not affect the flat-rate allowances—e.g., for meals.) The increases in the first increment would be fully retroactive to April 1, 1963.

This represents a 10 per cent increase on basic rates as in effect on March 31, 1963 over a 33-month period.

Mr. Healy declined to join in the original recommendation and likewise declines to join in this recommendation.

Items 7 and 8—The Board's recommendation on Items 7 and 8 as contained in the Clarifications and Amendments of the 27th of December, 1963, should be deleted and the following substituted therefor.

Board's Recommendation—7 and 8

The Board's recommendation is that personnel engaged in programming who are required to use NAGRA equipment, or WIREK equipment, or similar equipment, or who are required to edit tape, should be allowed to do so without the assistance of a technician, and that the Corporation should draw up a list of such people, and that the list may be amended as changes occur. [Further], that if one person is given as being at a certain location he may use

the equipment at another location, provided the union is advised that such use is to take place, but that such list should not be enlarged beyond that submitted by the Corporation to the Union during Conciliation Board hearings.

The Board should also state that this recommendation should be one limited to the duration of the next contract and then should be open for renegotiation. In the meantime, a joint study committee of both Management and union should be set up to study the question of jurisdiction over this equipment, with a view to finding a satisfactaory solution to the jurisdictional problem and doing away with the lists during the period before referred to.

In order to make Section 46.2.4 and 46.2.5 of the present contract clear, a change will be necessitated in this wording that will have the affect of allowing the Corporation to use, under this Section, all personnel engaged in programming, instead of the limitation imposed by Section 46.2.4 and 46.2.5, which states that program personnel are to be allowed [to be used] only if they are engaged in areas of specialized broadcast activity.

The words the Board has used are "personnel engaged in programming," and the Management and the Union are best fitted to understand what is meant by this phrase, but it is obvious that there is no intention on the part of the Board to dilute the description of "personnel engaged in programming," so as to include people who are performing functions that are not being presently performed by the personnel who are named in the list above mentioned.

Mr. Taylor did not concur with the original recommendations on these items, and does not concur with the amplification. As to the question whether this represents the intention of the original Majority Report, Mr. Taylor concurs insofar as this incorporates the previous amplification on these Items of December 27th, 1963.

All of which is respectfully submitted.

(*Sgd.*) J. C. Anderson,
Chairman.

(*Sgd.*) J. W. Healy,
Member.

(*Sgd.*) Charles Taylor,
Member.

Dated at Belleville, Ont., this 24th day of Jan. 1964.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Six Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released decisions in six cases heard on February 11.

The first dispute was over the claim of a conductor and crew for 100 miles on each of four days when their assignment was concelled, the third over the claim of conductor and crew for a day's pay for time held in service after they had completed work for the day, and the fourth over the claim of a conductor and a trainman for payment for time held away from home.

The second case concerned a yardmaster's appeal against suspension.

The fifth was over the claim of yard firemen for time lost when their assignment was reduced from six to five shifts a week. The sixth was over claims by three conductors and crews for payment as two separate trips when a turnaround combined deadheading and work service.

The Board did not sustain the employees contention in the first, fifth and sixth cases.

The contention of the employees was sustained in the second case to the extent that demerit marks were substituted for the suspension, in the third case to the extent that the crew was paid continuous time from 9.30 p.m. one day to midnight the following day, and in the fourth case to the extent that the claimants were paid at through straight rates for the run.

The six cases, Nos. 816 to 821, are summarized below.

Case No. 816.—*Dispute between Canadian National Railways (St. Lawrence Region) and Brotherhood of Railroad Trainmen over the claim of a conductor and crew for 100 miles for each of four days when their assignment was cancelled.*

A conductor and crew were assigned in through freight service to a train that left Montreal on Sunday, Tuesday and Thursday and returned the following days. In 1960, the December 25-26 runs were cancelled, as were the January 1-2, 1961 runs.

The conductor and crew claimed 100 miles each of the four days; the company declined the claims.

The union, in its contention, quoted an article in the trainmen's agreement that stated that trainmen would make their regularly assigned run "nowithstanding the trains may be late or running ahead of time." The union argued that when the run had been advertised trainmen who

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applied for it had had reason to believe that their services would be used on the specified days, and that therefore certain minimum earnings were implied.

The union contended that, in accordance with the article it had quoted, the crews assigned to the service were entitled to be paid for the days in question, even though the runs had not been made.

The company contended that the bulletining of assignments did not establish entitlement to minimum earnings, except as provided under the guarantee rules of the agreement. The positions of the trainmen making the claim were subject to a monthly guarantee, and the Brotherhood was in fact trying to claim a daily guarantee in a class of service covered by a monthly guarantee, the company argued.

The cancellation of a trip in a month covered by a monthly guarantee was a thing that had been taking place for many years under the terms of the various running trades agreements, and this was the first time that the Brotherhood had tried to claim pay on a day-to-day basis under such circumstances, the company said. It argued that the clause quoted by the union applied only when a "regular assigned trip or run" was actually operating, and that it did not establish a right to either a monthly or daily guarantee when a trip was cancelled.

The Board said that it could find no rule to substantiate the employees' claim, and that the method to be used in cancelling through freight assignments should be arranged between the parties.

The contention of the employees was not sustained.

Case No. 817—*Dispute between Canadian National Railways (Mountain Region) and Brotherhood of Railroad Trainmen over the appeal of a yardmaster against a suspension.*

A yardmaster was charged with being inefficient in the performance of his duties in connection with the handling of a speed train through a terminal, and with insubordination to the general yardmaster when questioned as to the marshalling of the fill-out for the train. In consequence, he was suspended for 60 days.

The union appealed against the suspension, denying that the facts supported the general yardmaster's charges against the yardmaster. It asked for the man to be returned to service with pay for the time held out of service.

The company contended that according to the evidence the suspension was justified.

The Board found that although the evidence showed carelessness and indifference on the part of the yardmaster, the discipline was too severe for the offence. It sustained the contention of the employees to the extent that assessment of demerit marks should be substituted for suspension and that the yardmaster should be compensated for loss of earnings.

Case No. 818—*Dispute between Canadian National Railways (Mountain Region) and Brotherhood of Railroad Trainmen over the claim of a conductor and crew for a day's pay for time they were held in assigned work train service after they had completed work for the day.*

After finishing work on Saturday, a conductor and crew in assigned work train service were run home from the unloading point and released. On Sunday they were ordered to report for work at 9:30 p.m. in order to be back at the loading point early enough on Monday morning; they began work 15 minutes after midnight and worked continuously until 7.45 p.m. that day. The crew were paid for 19 hours and 45 minutes but claimed a further 8 hours (or 100 miles) pay for the remaining 4 hours and 15 minutes not worked on Monday. The claim was declined.

In support of the claim, the union in its contention quoted an article of the agreement that, they said, entitled trainmen to one trip ticket each working day.

The company stated that for the 19 hours and 45 minutes service performed on Monday the men had been paid a total of 247 miles, which represented 2½ basic days. The company argued that for the men to claim an additional 8 hours pay for Monday was "unrealistic when it is realized that only 4 hours and 15 minutes of the 24-hour period was not worked." It denied that the claim of the agreement quoted by the union could reasonably be interpreted as entitling the crew to an extra day's pay; the rule contained no reference to trip tickets.

The contention of the employees was sustained to the extent that the train crew should be paid continuous time from 9:30 p.m. on Sunday to midnight on Monday.

Case No. 819—*Dispute between Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen* (ex parte) *above the claim of a conductor and a trainman for payment for time held away from home while waiting to man their train that did not run on one day but ran the following day and for track miles at through freight rates instead of passenger rates for the run.*

In April 1963 the CPR advertised regular conductors' and trainmen's assignments to take effect at the change of timetable. One of the assignments was advertised "Sun-

day only except May 19, June 30, September 1 and October 13. Will operate Monday, May 20, July 1, September 2 and October 14."

A conductor and trainman who were the successful applicants for the assignment were held at the away-from-home terminal on May 19, when the train did not run, until May 20, when it did run. They claimed for the time held, for initial time at the terminal, and for payment at through freight rates for their tour of duty on May 20. The company declined the claims.

The union had disputed the right of the company to bulletin the assignment in the manner, they had; it had protested when the bulletin was issued. It quoted an article of the agreement, which it asserted gave the company the right to advertise regular assignments only. It contended that "the definition and intent of what constitutes a regular assignment does not give the company the right to include an extra or special train which operates only one day a year. Such trains belong to crews in unassigned service. In the event it is necessary to man such trains with regular assigned passenger crews, they are entitled to payment of through freight rates and under through freight conditions" as prescribed in certain articles of the agreement.

The company stated that the assignment had operated exactly as bulletined. It contended that the train in question was not an extra or special, but a regular passenger train and part of the assignment to which the conductor and the trainman had been assigned. It further argued that one of the articles cited by the union as authority for the claim for through freight rates applied only to unassigned and pool freight crews. As the service performed by the men was part of their regular passenger train assignment they had been properly compensated by payment of passenger rates, the company said.

The contention of the employees was sustained to the extent that the claimants should be paid at through freight rates for the run, the Board decided.

Case No. 820—*Dispute between Canadian Pacific Railway Company (Prairie and Pacific Regions) and Brotherhood of Locomotive Firemen and Enginemen,* ex parte, *over claim of firemen on the Prairie and Pacific Regions for time lost when the company re-bulletined yard service assignments from a six-day week basis to five days.*

On April 28, 1962, the CPR (Prairie Region) re-bulletined all yard assignments for firemen to work five days a week instead of a six-day week as previously. A dispute arose over different interpretations of the collective agreement entered into by the company and the union after the company won the right not to employ firemen on diesel locomotives in freight and yard service.

A clause in the agreement, signed June 16, 1958, said that firemen with a seniority date prior to April 1, 1956 "will have the right to work in their turn as firemen up to 3,800 miles per month in freight service or six days per week in yard service . . ."

The employees contended that under the clause the firemen with a seniority date prior to April 1, 1956 should be reimbursed for time lost. The employees submitted a separate list of some 1,000 claims, which would "require screening with the company."

The employees further contended that the issues in the case were identical to those of Case No. 811 (L.G., Sept. 1963, p. 814), which was adjudicated by a referee, and in which their contention had been sustained.

The company contended that the article cited by the employees did not conflict with nor supersede the provisions of the agreement entered into after a Royal Commission found that firemen were not required on diesel locomotives in freight and yard service of the CPR and that the company's proposed terms and conditions would be fair to the firemen.

The Board did not sustain the contention of the employees.

Case No. 821—*Dispute between Canadian Pacific Railway Company (Prairie Region) and Brotherhood of Railroad Trainmen over claims by three conductors and crews for payment as two separate trips when deadheaded to a terminal to return with a train.*

Winnipeg and Emerson are terminals between which trains regularly run; they are 62 miles apart. On three occasions, three conductors and crews were ordered to deadhead from Winnipeg to Emerson and work the return trip to Winnipeg.

The conductor and crew in each instance submitted claims for a minimum day's pay for deadheading to Emerson, and payment for a separate trip for working the return trip. The company reduced the claims to payment on an hourly basis for deadheading and payment on the basis of a continuous trip in combined deadheading and working service for the actual miles run on the return trip.

The employees contended that, when ordered to deadhead from one terminal to another they were entitled to payment of not less than eight hours. And the return trip "from terminal to terminal in working

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service" entitled them to payment of not less than a minimum day.

Both parties based their contentions on different clauses of the agreement. The employees cited the clause that detailed the basis of payment for deadheading and for combined deadheading and working service. The company cited in addition the clause that provided that an objective terminal less than 100 miles from the initial terminal may be regarded as a turnaround point and that trainmen may be run in and out of such a point on a continuous time basis.

The dispute was reheard in the presence of a referee for final and binding determination.

At the hearing before the referee, both parties agreed that if the trips in question had exceeded eight hours there would be no dispute between them as to the appropriate rate of pay. The company pointed out, and the Brotherhood agreed, that the employees' claim would mean paying more for combined deadheading and working than for working both ways.

In his decision, the referee stated that the resolution of the dispute depended in some measure on whether turnaround service maintains its character as such "notwithstanding that the outward or return trip to or from the turnaround point is a deadheading one." He pointed out that the Brotherhood based its contention on one article alone and the company on that article and one other.

The article cited by both parties was headed "Deadheading"; the additional one cited by the company, "Straightaway and Turnaround Service."

The Brotherhood argued that only the first clause of the "deadheading" article applied and that the "combination deadheading and working service" provisions in the second clause could not apply because the deadheading in this case was from one terminal to another and not from a terminal to an intermediate point. Although an objective terminal was a turnaround point under the article cited by the company, this did not mean that such a terminal can be regarded as an intermediate point within the provisions of the second clause of the deadheading article.

But the company argued that when a continuous tour of duty is involved by way of a turnaround, "it is wrong to call the turnaround point a terminal . . . but it is more properly an intermediate point, the mid-point in the total run." Thus, when the continuous tour combines deadheading and working service, which is permitted under the article cited by the company, the company is entitled to invoke the second clause of the deadheading article for pay purposes.

The referee pointed out that one of the difficulties of the case resided in the meaning of the word "terminal." There was no doubt, he said, that the company regarded Emerson as a terminal for certain purposes, and the union called it such for all purposes. It could also be a turnaround point, as was clear from the agreement. The company had submitted that on a turnaround, the turnaround point and the intermediate point were one and the same, and if the turnaround point was a terminal, it nonetheless could equally be an intermediate point.

The Brotherhood, on the other hand, asserted that an acknowledged terminal (like Emerson) could be a turnaround point for the purposes of the article cited by the company but could not at the same time be an intermediate point for the purposes of the article on which the company was basing payment.

In the referee's opinion, the Brotherhood was correct in contending that under the article cited by the company a distinction is made between a turnaround point that is a terminal and a turnaround point that is an intermediate station. If the service involved in the case were working service both ways, there would be no need to argue about turnaround points being intermediate points; but because deadheading is involved, resort must be had to the article both parties had cited. And that article mentions "runaround" in a context that suggests that a runaround assignment may involve deadheading and hence be a type of combined operation to which the second clause of the deadheading article may apply.

Proceeding on the basis that the deadheading article "comprehends deadheading as part of a turnaround," the referee referred to a third article of the agreement that suggested to him that the initial terminal might be an intermediate point in a turnaround, "and there is hence no reason why a so-called objective terminal may not equally be such a point."

The referee said he conceived the deadheading article as covering deadheading from one terminal to another, deadheading from a terminal to some intermediate point and then to another point in work service, and deadheading and work service in turnaround between terminals.

"It follows from this view that the claims of the Brotherhood must be denied."

The referee's award became the decision of the Board of Adjustment.

Legal Decisions Affecting Labour

Supreme Court of Canada upholds constitutional validity of municipal by-law regarding closing hours on Sunday. British Columbia Court of Appeal sets aside conviction for breaching injunction regarding picketing in shopping centre. Supreme Court of Nova Scotia enjoins anticipated picketing of ship Ontario High Court rules on way to enforce arbitration award

The Supreme Court of Canada, in a unanimous decision, ruled that a municipal by-law enacted by the City of Saint John, N.B., providing for the licensing of public billiard or pool rooms and bowling alleys, the conducting of such businesses in an orderly way, and the hours of closing, including Sunday closing, is primarily concerned with matters of merely local or private nature within provincial jurisdiction and is not in conflict with the federal criminal law or the Lord's Day Act.

In British Columiba, the Court of Appeal ruled that picketing on sidewalks outside an employer's premises located in a shopping centre, over which the employer, with the owner and other leaseholders, had the right of easement for the passage of employees and customers, did not constitute a nuisance and was not enjoinable, provided that such picketing was done without interrupting or obstructing in any substantial way the passage of people, and if it was carried on in conformity with Section 3(1) of the B.C. Trade-unions Act.

When the evidence indicated an intention on the part of the Seafarers' International Union to picket a ship in the future, the Nova Scotia Supreme Court ordered the continuation of an interim injunction against picketing that was originally granted to allow unloading of the ship on a specific occasion. The Court held that it was entitled to continue an injunction until the trial.

In Ontario, the High Court dismissed a union application for an injunction to restrain violation of an arbitration award on the ground that the Ontario Labour Relations Act provides, in Section 34(9), an effective remedy to enforce the arbitration award, by filing the award with the Registrar of the Supreme Court.

Supreme Court of Canada . . .

. . . rules municipal by-law covering Sunday closing not in conflict with federal law

On October 18, 1963, the Supreme Court of Canada held that the inclusion of Sunday in the hours of closing specified in a regulatory municipal by-law respecting certain businesses was not in conflict with the federal criminal law or the Lord's Day Act. The Court dismissed an appeal from a judgment of the Appeal Division of the New Brunswick Supreme Court that affirmed a conviction for keeping a bowling alley open on Sunday in violation of a municipal by-law.

Further, the Supreme Court held that such by-law does not necessarily carry with it any moral or religious significance but is primarily concerned with the licensing regulations governing closing hours, which are matters of merely local or private nature within provincial jurisdiction.

The licensed keepers of a bowling alley in Saint John, N.B., were convicted for keeping a bowling alley open on a Sunday in contravention of the provisions of a Saint John municipal by-law passed in 1908. The by-law requires, among other things, that bowling alley keepers must have a licence for operating; that bowling alleys must close between midnight and six o'clock in the morning on any week day, and all day on Sunday (Section 3); and that licensed persons were not to permit drunken or disorderly persons on their premises nor keep or permit any gambling device, or permit any disorderly conduct or breach of the peace to take place therein (Section 4). The by-law provided a penalty for a breach of any of the provisions.

It was argued for the licensed keepers that Section 3 was invalid as constituting an encroachment on the field of criminal law. This contention was accepted by the Police Magistrate before whom the information

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

was laid and who, in his reasons for dismissing the charge, stated:

> . . . the by-law—if it were allowed to remain operative—would conflict with . . . the Lord's Day Act, in the penalty to be imposed; and the penalty is always considered as part of the statute. . . . I would rule that S.3 of the by-law before this Court . . . is invalid or inoperative with regard to the matter of Sunday.

On appeal, the County Court Judge before whom the appeal was taken convicted the licensed keepers and in his judgment held:

> . . . that the relevant provision of the Lord's Day Act and the by-law differ in legislative purposes, legal effect and practical effect. The by-law imposes a duty, provides a regulation and control for purposes or objects whose nature and character *bona fide* fall within the field of provincial competence or authority.

The appeal to the New Brunswick Supreme Court, Appeal Division, was dismissed and Chief Justice McNair ruled as follows:

> The restrictions in the by-law relating to Sunday operations, viewed in their context, appear intended for other purposes than to compel the observance or prevent the profanation of the Sabbath Day. Like their companion restrictions against night operations they seem in their true nature and character designed to promote purely secular purposes involving protection of the right of people in the community to rest and quiet during the prohibited periods. As such they are, we feel, within the legislative jurisdiction of the province and fit subject-matter for municipal legislation.

In the Supreme Court of Canada, Mr. Justice Ritchie commented that the city charter of Saint John of 1785 empowered the common council of the city to make by-laws for the good rule and government of the residents of the city and for the public good, common profit, trade and better government of the city provided that the by-laws were not repugnant to the laws of England or the province. After Confederation the conferred powers were confined to the sphere of authority allotted to the provinces under the B.N.A. Act.

Mr. Justice Ritchie noted that Section 15 of the federal Lord's Day Act provided that nothing in the Act shall be construed to repeal or in any way affect the provisions of any act or law relating to the observance of the Lord's Day in force in any of the provinces when it came into force. The Act was first passed in 1906 and the impugned by-law in 1908, and is therefore not a law that was in force at the time the Lord's Day Act came into force. The city charter was in force before the Act, but the power of the City of Saint John to make by-laws for the licensing of public billiard rooms, pool rooms and bowling alleys was not questioned by the licensed keepers.

Shop closing hours in particular areas in a province, Mr. Justice Ritchie ruled, are *prima facie* within provincial jurisdiction under Section 92(16) of the B.N.A. Act.

He noted that the precedents dealing with shop hours made them a matter of local interest in the province and not of any direct or substantial interest to the Dominion.

In the decision of Privy Council in *A.-G. Ont. v. Hamilton Street R. Co.*, [1903] A.C. 524, it was held that legislation intended to deal with Sunday observance was part of the criminal law and was reserved to the Parliament of Canada by Section 91(27) of the B.N.A. Act. Mr. Justice Ritchie stated the main question raised by the appeal in the case at bar was whether the impugned by-law had as its true object, purpose, nature and character the preservation of Sunday observance or whether it was merely the local matter of regulating the closing hours of licensed Saint John businesses.

It was submitted for the licensed keepers that the by-law was invalid on the ground that it purported to deal with matters of morals or religious observance that fell within the exclusive legislative jurisdiction of the Parliament of Canada. Mr. Justice Ritchie did not accept this argument and stated that the prohibition dealing with the closing hours of bowling alleys specified in Section 3 of the by-law cannot be isolated from the rest of the by-law. The impugned section, when the enactment is read as a whole, is only one of a number of regulations which the city council has imposed upon the operators of certain businesses in Saint John. He felt that the restrictions imposed by the council reflected only the manner in which the businesses were to be operated for the better government of the city.

He went on to say that it should not be lightly assumed that a part of a by-law is directed to a purpose beyond the legislative competence of the enacting authority and he did not feel that the inclusion of Sunday in the closing hours of the specified businesses carried any moral or religious significance.

Counsel for the licensed keepers referred to a number of judicial precedents involving provincial statutes designed to enforce the observance of days of religious obligation which were ruled *ultra vires*. Mr. Justice Ritchie noted that in each of these cases the legislation in question carried within itself clear evidence that it was directed to the observance of days of religious obligation. He went on to say that the *ratios* of these cases would not apply to the by-law in the case at bar. The

attack on the by-law was limited to the words, "or on Sunday", which were added to a list of other times when certain businesses were to close.

Mr. Justice Ritchie concluded that the language used in the title of and in the text of the by-law clearly indicated that the by-law was a law governing the regulation and licensing of, among other things, bowling alleys in Saint John. He ruled that it was primarily concerned with secular matters and that its true object, purpose, nature or character was the regulation of the closing hours of certain licensed establishments in Saint John, and that this was a matter of a merely private nature in the province. Moreover, he held that the addition of the word "Sunday" at the end of Section 3 would not justify an inference that the by-law was directed toward the observance of Sunday and therefore beyond the scope of provincial jurisdiction.

Section 3 of the by-law was not inoperative as being in conflict with the Lord's Day Act, Mr. Justice Ritchie ruled. He stated that provincial licensing power vested by Section 92(9) of the B.N.A. Act was not limited to the shop, saloon, tavern and auctioneer licences specified in that section and that, if the power was employed in a merely local matter and in a manner not repugnant to federal or provincial law, the provincial authority is entitled to make such conditions and penalties as it deems proper in respect to the manner in which licensed persons conduct their businesses. He added that the by-law was not invalidated by the fact that one or more of the conditions imposed was in conformity with valid federal legislation.

Mr. Justice Ritchie thought that the decision of Mr. Justice Judson in *O'Grady v. Sparling* (1960), 25 D.L.R. (2d) 145, was applicable to the alleged conflict in the case at bar between the by-law and the Lord's Day Act; he quoted from that decision as follows:

> There is no conflict between these provisions in the sense that they are repugnant. The provisions deal with different subject matters; and are for different purposes . . . Even though the circumstances of a particular case may be within the scope of both provisions (and in that sense there may be an overlapping) that does not mean that there is conflict so that the Court must conclude that the provincial enactment is suspended or inoperative.

The doubts expressed as to the validity of Section 4 of the by-law in the Appeal Division of the New Brunswick Supreme Court by Chief Justice McNair were not shared by Mr. Justice Ritchie, and he held that this section and the penalty which accompanies its breach was nothing more than another condition imposed by the city in the exercise of its right to control the manner in which these businesses shall be operated. He, therefore, dismissed the appeal. *Lieberman v. The Queen* (1963), 41 D.L.R. (2d), Part 2, p. 125.

British Columbia Court of Appeal . . .

. . . rules picketing on private land of a shopping centre is lawful, not a nuisance

On October 24, 1963, the British Columbia Court of Appeal held that picketing on private land in the shopping centre over which the employer had an easement for the passage of its employees and customers was lawful, as the picketers were neither trespassing on said land nor interrupting or obstructing in any substantial way the passage of people. Consequently, such picketing did not constitute a nuisance.

On August 23, 1962, Mr. Justice Collins made an order enjoining Retail Food and Drug Clerks Union, Local 1518, from picketing the premises of Zeller's (Western) Ltd. at the Dell Shopping Centre, at 10642-46 Trans-Canada Highway, Whalley, B.C.; from watching or besetting the same employer upon the lands and premises such as sidewalks and parking lots over which the employer had an easement in the nature of a right of way; and from doing any act amounting to a nuisance.

The order added: "but nothing in this order shall be deemed to enjoin or restrain the defendant, Retail Food and Drug Clerks Union, Local 1518, its agents, servants, successors, or any one on its behalf, from doing the things set out in Section 3, subsection (1) of the Trade-unions Act, R.S.B.C. 1960, chapter 384." Section 3 reads as follows:

> 3(1) Where there is a strike that is not illegal under the Labour Relations Act or a lockout, a trade union, members of which are on strike or locked out, and any one authorized by the trade-union may, at the employer's place of business, operations, or employment, and without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to
>
> (a) enter an employer's place of business, operations, or employment; or
>
> (b) deal in or handle the products of the employer; or
>
> (c) do business with the employer.
>
> (2) Except as provided in subsection (1) no trade-union or other person shall persuade or endeavour to persuade anyone not to
>
> (a) enter an employer's place of business, operations, or employment; or
>
> (b) deal in or handle the products of any person; or
>
> (c) do business with any person.

The strike was a legal one in which the union was entitled to exercise its rights under Section 3(1).

The injunction granted by Mr. Justice Collins was upheld by the Court of Appeal (L.G. 1963, p. 706).

Following the injunction order, on January 7, 1963, Mr. Justice Maclean held that some members of the union acting on behalf of the union had in violation of the injunction committed a nuisance on the premises by picketing on the sidewalk in front of the employer's store. He fined each of them $100 for contempt. The union appealed the conviction.

Mr. Justice Davey rendered the judgment of the Court of Appeal. The issue before the Court of Appeal was whether the picketing was a nuisance in law. The injunction expressly forbade picketing the employer's premises, or watching or besetting them from the lands of the shopping centre; but it also reserved to the union the rights under Section 3 of the Trade-unions Act. According to Mr. Justice Davey, whether the union committed a nuisance depended on whether it substantially interfered with the employer's right of way and thereby caused him loss.

The evidence showed that picketing took place on December 7, 1962. Two men and two women picketed the employer's store, which had four entrances, walking back and forth on the sidewalk in front of the store, over which the employer held the right of way. They carried sandwich boards bearing the legends: "Support our strike. Don't shop at Zeller's"; and "Retail Clerks Union, Local 1518, on strike at Zeller's." The pickets handed out pamphlets to those who requested them; the pamphlets contained factual and argumentative material; there was no misrepresentation in the contents of the pamphlets or in the words on the sandwich boards.

Mr. Justice Davey accepted the employer's contention that the sales and revenue of the employer were substantially reduced by picketing. But he noted that there was no evidence that the pickets interfered with any person passing along the sidewalk, or in any way materially reduced the space of the sidewalk provided for the passage of shoppers, or in any other way interfered with or interrupted shoppers who desired to pass by. In the absence of evidence to the contrary, Mr. Justice Davey inferred that those who wanted to visit Zeller's were able to do so just as freely and conveniently as if the pickets had not been there. Further, the evidence showed that those who withheld their patronage did so freely from conviction because they did not choose to deal with a merchant whose premises were picketed in a labour dispute, and not because of any obstruction, physical or otherwise, in getting to the store over the easement.

Mr. Justice Davey rejected the employer's contention that the presence of the pickets on the sidewalk over which the employer had the easement, and the loss of business that the employer suffered because of the moral suasion flowing from the presence of the pickets, constituted a substantial interference with the right of passage the employer enjoyed for himself and his customers over the passageways and walks, and with his right to carry on his business on the leasehold premises; that such picketing was therefore a private nuisance and consequently unlawful and that the union conduct did not fall within the saving clause of the injunction but, on the contrary, such picketing was forbidden under Section 3 of the Trade-unions Act.

Mr. Justice Davey pointed out that, following the decision of the Supreme Court of Canada in the case of *Aristocratic Restaurants Ltd. v. Williams* (L.G. 1951, p. 1553), if the pickets had been on a public street the union's conduct would not have constituted a nuisance. In his opinion, on the evidence before the court, there was no essential difference between a public road and the employer's private easement and consequently the principle established in the *Aristocratic* case was applicable to the situation at bar.

In the case at bar, the employer had an easement over common ground and such an easement was not exclusive to the employer at bar, and the owner and his other licensees had the right to use the land. The walks over which the pickets were passing were part of what appears to be a familiar type of shopping centre to which the public are invited. There was no evidence before the Court that the union, in picketing on the sidewalks, was exceeding the terms of the invitation to use the sidewalk held out to the public by the owner of the shopping centre.

The injunction issued by Mr. Justice Collins reserved to the union its lawful rights under Section 3 of the Trade-unions Act. In Mr. Justice Davey's opinion, there was no evidence that the union was doing anything not reserved to it by the injunction order. No significant distinction could be drawn in the case at bar between picketing on a public sidewalk and on the privately owned right of way. Accordingly, Mr. Justice Davey ruled that the *Aristocratic* case established that the conduct of the union in question was lawful, did not constitute a nuisance, and accordingly fell within the saving clause of the injunction.

The Court allowed the union's appeal and set aside the conviction for contempt of the injunction order. *Zeller's (Western) Ltd. v. Retail Food and Drug Clerks Union, Local* 1518, (1963) 45 W.W.R., Part 6, p. 337.

Nova Scotia Supreme Court . . .

. . . continues interim injunction against the anticipated picketing of a grain ship

On August 21, 1963, Mr. Justice Coffin of the Nova Scotia Supreme Court, dealing with a company motion to continue and a union motion to dissolve an interim injunction against the picketing of a ship, held that, although the affidavits supporting the interim injunction referred only to picketing preventing the unloading of the ship on a specific occasion, the injunction would not be dissolved when the ship had completed unloading and had sailed from the port. The Court is entitled to continue an injunction, he ruled, until the time of the trial, where evidence indicates an intention to picket the ship in the future, with the result that longshoremen would not cross the picket line to unload the ship; this would result in breaches of contract.

On May 21, 1963, Island Shipping Ltd. commenced an action for damages, for conspiracy to procure breaches of contract, and an injunction. The company claimed that certain members of the Seafarers' International Union of North America, Canadian District, by picketing, were wrongfully interfering or attempting to interfere with the performance of stevedoring contracts for the unloading of the M. V. *Wheat King* in Halifax. On May 21, an interim injunction, made returnable on May 24, 1963, was granted.

The injunction was designed to prevent the union from interfering, by picketing or other means, with the contracts between the company and the stevedoring contractors and stevedores or any other persons employed for unloading the ship. On May 24, the Seafarers' Union applied for dissolution of the interim injunction on the ground that the affidavits contained insufficient evidence. This application was refused and the matter was adjourned until the hearing of the company's application for the continuation of the injunction.

The *Wheat King* was unloaded and sailed from Halifax on May 23, and on these grounds the union applied, on June 7, for an order dissolving the interim restraining order. At the hearing of the applications to continue and to dissolve the injunction, affidavit evidence was submitted on behalf of the company setting forth facts indicating anticipatory picketing by the union, which might have endangered the fulfilment by the company and other persons of future contracts with respect to delivery, loading, carrying and discharge of cargo.

It was argued for the union that the company was attempting to set forth new grounds not used in the original application for the restraining order. It was also submitted that the grounds for granting the injunction had ceased to exist after the ship was unloaded and sailed and that the company could not ask for a continuation of the restraining order on new grounds, that is, picketing in the future on return voyages of the *Wheat King*.

The union argument was based on the principle that where there is insufficient evidence in the statement of claim, or where there is sufficient answer to the charges, an injunction ought to be dissolved, even though the reply to the answers of the charges establishes a new fact, not in the statement of claim, that would be sufficient to entitle the Court to interfere if it had been included. The same principle appears in 21 Hals., 3rd ed., p. 417:

> At the hearing, the case put forward must correspond with the case set out in the statement of claim, if any, and the plaintiff will not be allowed when he puts forward prominently and relies upon a given case, and fails upon that case, to spell out another and say he might have framed his case so as to show a title to the relief asked. A party who might have brought forward his whole case at once, but who brings forward a part only, when that fails, can not remodel his case and rely on a different equity.

Mr. Justice Coffin noted that the endorsement on the writ of summons issued on May 21 was in general terms, and in addition to the claim for damages, the claim for the injunction was framed in almost the exact terms used in the interim injunction.

The union alleged that the weight of the affidavits in support of the original application for the injunction was addressed to the unloading of the *Wheat King* in May only and the completion of the company's contract existing at that time. It was argued that the restraining order was granted on the grounds as set out in the application and that the company got the ship unloaded successfully, the prime purpose of its action. Therefore, the union submitted that the motion to continue the injunction was based on new grounds, that is, future breaches, and that it should not be granted.

Several precedents were referred to by counsel for the union. Mr. Justice Coffin questioned their applicability to the case at bar, however, and stated that the proceedings were commenced by a writ in general and that this did not limit the proceedings

to a specific event. He agreed that the affidavits referred to the events which happened in May, but the interim restraining order was made returnable for an order to continue the injunction until the final determination of this action. A special cause that would continue the injunction would be the probability of a recurrence of the picketing.

In Mr. Justice Coffin's opinion, the proceedings in the case at bar were instituted on a broad basis seeking an injunction against the picketing of the ship. He ruled that the affidavits should be read in light of the endorsement of the writ and that the application to continue was not an extension of the company's case.

Counsel for the union submitted that the ground for continuing the injunction had ceased before the hearing and that under such circumstances the Courts will not grant an injunction nor grant liberty to apply at a subsequent date. Mr. Justice Coffin studied the cases referred to on this point and noted that they were all cases in which the subject matter of the injunction had ceased to exist or the nuisance had ceased, leaving no evidence that it would recur. He stated, however, that the courts have granted injunctions in cases where the cause of complaint had disappeared at the time of the trial on the ground that the applicant's right must be tested as of the date of the commencement of the action.

Mr. Justice Coffin contended that there was no undertaking that the picketing would cease and would not recur when the ship returned. He felt that the problem to determine was whether a *prima facie* case had been made to support the interim injunction and its continuance.

It was submitted for the union that the depriving of an employer of the services of his employees resulting in a breach of contract is a wrongful act if done with the knowledge and intention to bring about the breach. In the case of *D. C. Thomson & Co. v. Deakin,* [1952] 1 Ch. 646, Lord Justice Jenkins stated that:

> . . . While admitting this form of actionable interference in principle, I would hold it strictly confined to cases where it is clearly shown, first, that the person charged with actionable interference knew of the existence of the contract and intended to procure its breach; secondly, that the person so charged did definitely and unequivocally persuade, induce or procure the employees concerned to break their contracts of employment with the intent I have mentioned; thirdly, that the employees so persuaded, induced or procured did in fact break their contracts of employment; and, fourthly, that breach of the contract forming the alleged subject of interference ensued as a necessary consequence of the breaches by the employees concerned of their contracts of employment.

The union contended that the company did not establish the conspiracy with intention.

Mr. Justice Coffin referred to a case in which the rules set forth in *Thomson v. Deakin* were accepted and in that case, *Bennett & White Alta. Ltd. v. Van Reeder & International Union of Operating Engineers, Local 933,* (L.G. 1957, p. 340), Mr. Justice Johnson of the Alberta Supreme Court stated:

> As to the intention of the appellants, the learned trial Judge says: "There can be no doubt whatsoever that the object of this so-called picket-line was not to obtain or impart information from or to anyone, but was to induce members of other Unions who were employed on this job to refuse to cross the picket-line and thereby bring the operation to a halt." This is an inference which was properly drawn from the evidence quite aside from the presumption that a person is presumed to intend the natural (and in this case the inevitable) consequences of his acts.

Evidence indicated that some of the placards carried by the pickets were worded "please respect our picket line." Mr. Justice Coffin accepted the explanation of the words "as being that if a person respects a picket line, he will not cross without the consent of the pickets." One of the union officials testified that he objected to the ship's operating in the manner in which it had been operating.

Mr. Justice Coffin ruled that there was *prima facie* evidence that the union directly intervened to picket the ship and would do so in the future, that they knew the members of the longshoremen's union would not cross the picket line, that the purpose of picketing was to prevent the ship from being unloaded, and that they knew the failure to unload would result in contract breaches. He held that the injunction should not be dissolved until all the issues have been heard at the trial.

Mr. Justice Coffin ruled that there was *prima facie* evidence that the picketing was to ensure that the Halifax longshoremen's union would respect the picket line and refuse to unload the ship, thus preventing the company from carrying out its contracts to discharge cargo at Halifax. He ordered the continuation of the interim injunction on the understanding that the company would proceed with its main case until a final determination or until a further order of the Court. He therefore dismissed the application to dissolve the injunction. *Island Shipping Ltd. v. Devine et al* (1963), 41 D.L.R. (2d), Parts 3 and 4, p. 226.

Ontario High Court . . .

. . . holds that means to enforce arbitration award are available, refuses injunction

On October 10, 1963, Mr. Justice Gale of the Ontario High Court dismissed a union application for an injunction to restrain violation of an arbitration award where the company refused to abide by it pending the outcome of an application for *certiorari* to quash the the award. The Court held that Section 34(9) of the Labour Relations Act provided an effective and complete remedy to enforce the arbitration award, and consequently the Court should not give support to the idea that resort to other means of enforcement was available.

The Consumers' Gas Company attempted to adopt a new requirement that persons seeking employment as meter readers should own and be able to drive a motor vehicle. The union contended that this prerequisite had not been used in the past and that it should not now be a requirement. The union then filed a grievance in accordance with the terms of the collective agreement in force between the parties. The grievance was processed and the board of arbitration on May 31, 1963, by a majority decision, upheld the union contention.

In June 1963, the company made application for *certiorari* to quash the award of the arbitration board. The application was dismissed after the hearing. In August the company launched an appeal to the Court of Appeal from the order dismissing the *certiorari* application; the appeal was pending at the time of the application at bar.*

In July, a company official gave the union secretary written notice that an appeal was in prospect and that the requirements as terms of employment for new meter readers would remain unchanged. In August, the company posted a notice that it sought to hire new meter readers; the notice contained the protested requirements.

The union, in its application made on September 9, 1963, sought to restrain the company from imposing the requirement until the matter was finally disposed of and to have the court declare that the company was in contempt of court for failing to abide by the award. At the hearing, counsel for the union, however, did not press for the declaration but dealt only with the injunction application.

Mr. Justice Gale dismissed the application and held that his conclusion was based on the provisions of the Ontario Labour Relations Act and the circumstances of the case. He ruled that the award was within the scope of the definition of Section 34(1) of the Act and that it was binding upon the parties in accordance with Section 34(8).

He then referred to Section 34(9) and stated that its provisions, as follows, were most important:

> (9) Where a party, employer, trade union or employee has failed to comply with any of the terms of the decision of an arbitrator or arbitration board, any party, employer, trade union or employee affected by the decision may, after the expiration of fourteen days from the date of the release of the decision or the date provided in the decision for compliance, whichever is later, file in the office of the Registrar of the Supreme Court a copy of the decision, exclusive of the reasons therefor, in the prescribed form, whereupon the decision shall be entered in the same way as a judgment or order of that court and is enforceable as such.

He then noted that the union had filed a copy of the award in the office of the Registrar on September 11, 1963, and that filing followed the union application for the injunction.

It was contended for the union that the company had violated the terms of the award and that an injunction should be granted in order to give full and proper effect to the award at least until it was disturbed by the Court of Appeal. Mr. Justice Gale thought that the pending appeal did not create a stay of the operation of the award.

It was also contended by the union that the conduct of the company, after the granting of the award and the court decision dismissing the *certiorari* application, constituted a deprivation of the opportunity of employees to prospective jobs which cannot be measured or compensated for by damages.

Three points were raised by counsel for the company and Mr. Justice Gale believed that the right of the court to grant an injunction was answered in these arguments.

It was argued that the court will not grant an injunction where the applicant has an equally effective remedy elsewhere and that, since the Act under which the award was made provided such a remedy, an injunction should not be granted in the proceedings. Mr. Justice Gale agreed with this contention and went on to say that under Section 34(8) of the Act the award became binding upon the parties when it was handed down, and that it required each to abstain from doing anything prohibited by the decision. He stated that if the provisions of Section 34(9) did not exist then the union would have been entitled to an

*The appeal was dismissed on November 1, 1963

injunction. When the award was filed, however, it became enforceable in the same way as a judgment or order of the court.

Then he considered the remedies available to persons who have judgments or orders of the Supreme Court to see whether they rendered the award susceptible of enforcement. In this respect, Mr. Justice Gale thought that the provisions of Rules 552 and 560 were applicable:

552. A judgment requiring any person to do an act, other than the payment of money, or to abstrain from doing anything, may be enforced by attachment or by committal.

560. Any judgment against a corporation wilfully disobeyed may be enforced by sequestration against the directors or other officers of the corporation.

He stated that he was quite satisfied that the two rules afforded adequate ways of compelling compliance with the arbitration award.

Mr. Justice Gale said that for the first 14 days after the award was handed down it was binding on the parties and morally it ought to have been observed by them. During that period the court would probably have compelled observance by injunction if it had been necessary.

At the end of the 14-day period, the right of enforcement under Section 34(9) of the Act became available to the union and he held that, thereafter, no court would grant an injunction in separate proceedings, whether or not the award had been filed. The 14-day period had elapsed long before the union instituted the action for injunction. Later, on September 11, the union filed the award, making it enforceable as a judgment or order of the court. He stated that the union had, at the expiration of the 14-day period, two extremely effective means of enforcement, and that being so, he would not grant an injunction.

Mr. Justice Gale ruled that the subsections and rules that he cited were to be honoured and that there was no need for relief by injunction. He felt that the court must discourage multiplicity of proceedings and he noted that the court will normally refuse to accept the idea that a subsequent action may properly be brought to enforce a prior judgment. He held that that was, in essence, the true effect of Section 34 of the Act.

Mr. Justice Gale stated that there was another reason why the injunction ought not to have been granted. The union failed to make it plain as to how long the posted notice was displayed. It was alleged by counsel for the company that the notice was removed on August 28, and this was accepted by the court. For that reason he ruled that a foundation had not been shown for the issuing of an injunction.

Counsel for the company argued also that the Legislature, by enacting Section 34, created a new right and provided a special remedy of enforcement of that right. That being the case, it was submitted that the court should not support the idea that resort may be had to other means of enforcement. Mr. Justice Gale agreed that Section 34, with the remedies expressly incorporated into it, was to be a complete code in itself. But he did not deal with the company's submission that Section 34 of the Act has now deprived the court of any jurisdiction to entertain actions based upon awards made under the Act.

Counsel for the company referred also to Section 73 of the Act, which reads as follows:

S. 73. Proceedings to enforce a determination of the Board under Section 65, a decision of an arbitrator or arbitration board or an interim order or a direction of a jurisdictional disputes commission may be instituted in the Supreme Court by or against a trade union, a council of trade unions or an unincorporated employers' organization in the name of the trade union, council of trade unions or unincorporated employers' organization, as the case may be.

Mr. Justice Gale held that Section 73 neither advanced nor detracted the company arguments. In his opinion, the section in question does not provide substantive rights. All it does is to bestow upon certain groups or organizations the right to take proceedings which would not be available to them at common law.

Counsel for the union, in answering the contentions advanced by the company, argued that, quite apart from the Act, the court always gives aid in its own proceedings to the enforcement of awards. Mr. Justice Gale ruled that, although this contention might otherwise be sound, he was convinced that, since Section 34(9) provides the means of enforcing awards made under that section, the court should not intervene by permitting other and separate proceedings to be taken. For these reasons, he dismissed the application for injunction. *Tyrrell v. Consumers' Gas Company* (1963), 41 D.L.R. (2d), Part 2, p. 119.

Recent Regulations, Federal and Provincial

Saskatchewan raises minimum wage rates, British Columbia revises minimum wage orders for janitors and for the funeral service business. Three provinces issue apprenticeship rules

In a revision of its minimum wage orders, the Saskatchewan Minimum Wage Board increased full-time rates by $2.50 a week and part-time rates by 10 cents an hour. The minimum now payable in most workplaces to full-time employees of 18 years and over is $36.50 a week in 10 cities and $34.50 a week in other areas. The minimum part-time rate for adult workers is $1 an hour in the cities and 95 cents an hour elsewhere in the province. Lower rates are again set for employees under 18.

The Employee Pension Plans Registration and Disclosure Regulations, 1963, were brought into force in Saskatchewan on January 31, 1964. These set out the information to be included by trustees of employee pension plans in their annual reports to employee participants.

In British Columbia, a new minimum wage order for the funeral service business established a minimum wage of $1.25 for male employees. Another new order applicable to both men and women set a minimum wage of $1 an hour for janitors in buildings other than apartments and for resident janitors in small apartment buildings, and monthly minima ranging from $72 to $336 for resident janitors in larger apartment houses.

New trade rules were issued in three provinces. Newfoundland published apprenticeship training plans for the motor vehicle repairer and auto body repairer trades. In Ontario, new apprenticeship regulations extended compulsory certification to the air conditioning and refrigeration trade. In Saskatchewan, regulations respecting the cooking trade were issued under the Apprenticeship and Tradesmen's Qualification Act.

FEDERAL

Appropriation Act No. 5, 1963

The Winter House Building [Incentive] Program Regulations were published on February 26. These regulations (SOR/64-66) set out the conditions to be fulfilled by persons who wish to qualify for the $500 incentive payment available under the federal winter house building incentive program. This program was described in the October 1963 issue of the LABOUR GAZETTE on page 862.

PROVINCIAL

British Columbia Minimum Wage Acts

A new male minimum wage order issued by the British Columbia Board of Industrial Relations established a minimum wage of $1.25 an hour for male employees in the funeral service business, effective March 16, 1964. This order replaces a 1949 order that set a minimum wage of $33 a week for employees who worked 40 or more hours a week and of 80 cents an hour for employees with a shorter work week.

Another new order applicable to both men and women set a minimum wage of $1 an hour for janitors in buildings other than apartments, and for resident janitors in small apartment buildings, and monthly minima ranging from $72 to $336 for resident janitors in large apartment houses, effective March 1, 1964. This order supersedes an order issued last November and in force only from January 5 until February 29, which set a general minimum of $1 an hour for all classes of janitors (L.G., Jan., p. 53.)

Funeral Service Business. The new order for the funeral service business (B.C. Reg. 18/64, gazetted February 6), has substantially the same coverage as the order it replaced. It applies to all male employees in the funeral service business, including funeral attendants and chauffeurs, in Vancouver and its environs, Burnaby, New Westminster, Victoria and the municipal districts of Oak Bay, Saanich and Esquimalt. The only exceptions are musicians and vocalists, employees subject to another order, and persons employed in a supervisory, managerial or confidential capacity.

As indicated above, the revised order sets only one minimum rate, $1.25 an hour, which applies to all male employees regardless of experience or the length of the work week. The only exceptions are apprentices, handicapped workers and part-time employees with special authorizations from the Board to work for sub-minimum rates. Such employees must be paid the rate specified in the permit.

Time and one-half the regular rate is now payable after 40 hours in a week instead of after 44, and, as before, after 8 hours in a day. This brings the overtime requirement into line with the standard set in the majority of orders issued by the Board within the last year or so.

The daily-guarantee provision, which is unchanged, is similar to that in most other British Columbia minimum wage orders.

Hours are again limited to 8 in the day and 44 in the week, with the usual provision for extended hours in emergencies with the approval of the Board. When a split shift is worked, hours, as before, must be confined within a 12-hour period immediately following commencement of work.

The weekly-rest requirement is also unchanged, providing for a weekly rest of 32 consecutive hours unless the Board approves a different arrangement upon the joint application of the employer and employees concerned.

Where employees in the funeral service business reside on the employer's premises, an arrangement may again be made for such employees to answer emergency calls, subject to the approval of the Board. Time spent in answering emergency calls must not, however, be counted as hours of work for purposes of the overtime, daily guarantee, or split shift provisions.

Occupation of Janitor. As has been indicated, the Board, in this latest order for janitors (B.C. Reg. 9/64, gazetted January 23) has reverted to its former policy of laying down special provisions for resident janitors in apartment buildings.

Resident Janitors. In apartment buildings with four residential suites or less, the minimum wage payable to a resident janitor is $1 an hour, regardless of experience. (The suite occupied by the resident janitor is not to be counted when computing the number of suites.)

Monthly minima are set for resident janitors in larger apartment buildings. These range from $72 a month in buildings with five, six or seven residential suites, increasing by $6 a month for each additional suite to $336 a month in buildings with 50 suites or more.

In addition to his monthly minimum wage, a resident janitor in a large apartment building (five suites or more) must be paid at least $1 an hour for time spent looking after single rooms, stores or other accommodation.

If two or more janitors are employed in an apartment building and reside on the premises, the employer must designate at least one as resident janitor and pay him the prescribed monthly rate. The other janitor or janitors residing on the premises must be paid at least $1 an hour. The order does not impose any limitations on the hours worked by janitors in apartment buildings nor does it restrict shifts.

Every resident janitor and every other janitor employed in an apartment building must, however, be given a weekly rest of 32 consecutive hours. In exceptional cases this may be varied by the Board upon the joint application of the employer and the janitor concerned.

The order does not fix charges for accommodation, but the Board is again empowered to order adjustments made if it considers the accommodation is unsuitable or the charges unreasonable. Also, the employer is now required to post a notice showing the amount charged a resident janitor for the accommodation provided for him.

The maximum charge for gas or electricity remains $4 a month unless a meter is installed, in which case the resident janitor will be charged according to the amount used.

Janitors. The provisions respecting janitors in other types of buildings are the same as in the order issued last November. The regular minimum for these janitors is $1 an hour, with provision for lower rates during the first three months of employment. During the first month of employment, the minimum is 85 cents an hour, increasing to 90 cents the second month and to 95 cents the third. A month's employment is defined as 22 working shifts.

As before, janitors employed in buildings other than apartment houses are entitled to a premium rate for overtime. They must be paid time and one-half their regular rate for all hours worked in excess of 8 in the day and 44 in the week, with the usual exception where hours are averaged over a fixed period.

The daily-guarantee provision, which is similar to that in other British Columbia orders, is again restricted to janitors employed by an employer whose sole or principal business is that of providing janitor service. School students doing janitor work after school hours are again guaranteed a minimum of two hours pay at the regular rate for reporting for work in response to a call.

Newfoundland Apprenticeship Act

In Newfoundland, apprenticeship training plans for the motor vehicle repairer trade and for the auto body repairer trade were gazetted January 28 to take effect from January 21. The plans were prepared by the Apprenticeship Advisory Committee of the Motor Vehicle Repairer Trade and approved by the Provincial Apprenticeship Board. As specified in the Act, the minimum age for apprenticeship in either trade is 16 years.

The minimum educational requirement for apprentices in the motor vehicle repairer trade is Grade X or equivalent. In exceptional circumstances, however, applicants with Grade IX or equivalent may be accepted with the approval of the Provincial Apprenticeship Board.

Apprentices in the auto body repairer trade must have at least Grade VIII or its equivalent.

The term of apprenticeship is the same for both trades, four years or 8,000 hours of training, whichever is greater, including the probationary period and the required hours of related school instruction. As in most jurisdictions, time credits may be granted for previous experience or training in the trade.

Apprentices are to work the same hours as journeymen, provided they do not work more than nine hours in a day or more than five days in a week, except for normal overtime and in emergencies as provided for in a collective agreement.

In line with the usual practice, rates of pay for apprentices in these trades are expressed as a rising scale of percentages of the prevailing journeyman's rate. ("Journeyman's wage rate" is defined as the rate agreed to in a collective agreement for certified journeymen by the employer concerned or the rate fixed for a particular locality by a government agency.)

During the first period (six months or 1,000 hours of training, whichever is greater), the minimum payable to an apprentice is 40 per cent of the prevailing journeyman's rate. This rate must be increased by 5 per cent at the completion of every period, reaching 65 per cent during the sixth period. The rate must be increased to at least 75 per cent of the prevailing journeyman's wage during the seventh period and to 85 per cent during the eighth.

Normally there may be only one apprentice in a shop, except that an employer may hire an additional apprentice for every two additional qualified journeymen steadily employed.

Apprentices must be given practical training in the basic skills of the trade. The subjects to be taught are set out in the work schedule for each trade. Courses for apprentices in the motor vehicle repairer trade include instruction in the fundamentals of gas and electrical welding and of machine shop practice. Among other courses, apprentices in the auto body repairer trade must be given training in acetylene and electric welding.

In addition to their practical training, apprentices are required to attend the prescribed full-time educational classes (eight weeks the first year, six weeks the second and third years and five weeks the fourth year of apprenticeship). An apprentice indentured following a pre-employment course will not, however, be required to attend full-time classes during his first year of apprenticeship. If an apprentice fails to attend the prescribed educational classes, the Board may suspend or revoke his contract of apprenticeship.

As in most jurisdictions, the subjects to be taught at the educational classes are mathematics, related science (physics and chemistry), drafting and trade theory. This last course includes instruction in safety and accident prevention.

Every apprentice must take the prescribed trade tests and examinations. If he fails, his wage increase may be withheld until his progress is satisfactory to the Director. Repeated failures may result in cancellation of his contract.

On successful completion of apprenticeship, the apprentice will be granted a certificate of apprenticeship by the Board.

If an employer engages apprentices, he must designate one person as the shop supervisor of apprenticeship who will be responsible for carrying out the training program for the shop.

Ontario Apprenticeship Act

In Ontario, new regulations under the Apprenticeship Act extended compulsory certification to the air conditioning and refrigeration trade and set out requirements for apprentices in this trade.

The new regulations are the first special rules to be issued for the air conditioning and refrigeration trade, which was declared an apprenticeable trade in 1947. Contracts of apprenticeship have been registered, however, and apprentices have, of course, been subject to the general apprenticeship regulations applicable to all designated trades. (Revised Regulations of 1960, Reg. 17).

For purposes of these regulations, the term "worker in servicing and installing air-conditioning or refrigerating equipment" covers any person who: (1) installs or assembles any component of a refrigerating or air-conditioning system; (2) assembles or connects any pipe or duct used in piping brine or conditioned air; (3) overhauls or repairs equipment used in such systems; and (4) tests, adjusts or instructs in the operation of such systems. It does not apply, however, to a person who repairs or installs hermetically sealed units made for refrigerators in domestic use.

It is now obligatory for a person engaged in the air conditioning and refrigeration trade, other than a registered apprentice

or a person employed for a probationary period, to hold a certificate of qualification, which must be renewed annually. In Ontario, certificates of qualification are compulsory in three other trades—motor vehicle repair, hairdressing and barbering.

Subjects for examination for a certificate of qualification are the same as for an apprenticeship certificate.

Except for setting a minimum age of 16, the regulations lay down no qualifications for apprentices in the air conditioning and refrigeration trade. The general apprenticeship regulations, however, stipulate that apprentices in the designated trades must have a high school entrance certificate or Grade 8 standing or its equivalent.

The term of apprenticeship in the air conditioning and refrigeration trade is five years, including the probationary period.

Each year an apprentice must be given at least 1,280 hours of practical training in the subjects listed in the schedule. These are: trade orientation, tools of the trade, basic principles, refrigeration systems, air conditioning, equipment installation, servicing and safety considerations. This last subject will include instruction in safety controls, guards for belts and couplings, fire precautions and codes and regulations.

An apprentice must also attend the full-time educational day classes in refrigeration at the Provincial Institute of Trades in Toronto.

The ratio of apprentices to journeymen in any shop is one to five. The new regulations were gazetted on February 15 as O. Reg. 27/64 and O. Reg. 28/64.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

In Saskatchewan, the cooking trade has been brought under the Apprenticeship and Tradesmen's Qualification Act and the first trade rules have been issued.

To qualify for a certificate of journeyman's status in the cooking trade, an applicant must have worked at least 10,000 hours in the trade, including time credits for appropriate trade training.

The ratio of apprentices to journeymen is one to one, except that an employer who does not employ any journeymen may engage one apprentice. A provincial quota is also set. The total number of registered apprentices may not exceed one third of the total number of journeymen in the province engaged in the cooking trade.

In line with the practice in some other trades, the regulations permit one person in any establishment who is engaged full time in the business of the cooking trade to enter into a contract of apprenticeship with the Director of Apprenticeship.

The new regulations (Sask. Reg. 16/64) were gazetted January 21 and went into force on March 1.

Saskatchewan Employee Pension Plans Registration and Disclosure Act, 1961

The first regulations to be issued under the Saskatchewan Employee Pension Plans Registration and Disclosure Act, 1961, were gazetted on February 14, to take effect from January 31, 1964.

This Act, which is administered by the Registrar of Employee Pension Plans, Department of Labour, is designed to facilitate the collection of information on employee pension plans and to ensure that the participants in any plan are adequately informed of the details of the plan. It provides for the registration of employee pension plans with the Registrar by the trustees, for the publication of such details of the plan as may be required by the regulations, and for the filing of annual reports containing such information as may be prescribed.

The regulations (Sask. Reg. 78/64) stipulate that by April 30, 1964, every trustee of an employee pension plan must furnish the Registrar with a statement setting forth the particulars of the plan, together with a certified copy of the plan and a certified copy of every collective agreement, trust agreement, or any other agreement relating to the plan. When a new employee pension plan is established, the required statement and documents must be filed within 90 days. If a plan is amended, a certified copy of the amendments, together with a copy of any amendments to any pertinent agreement, must be submitted within 60 days. When an employee pension plan is terminated, the Registrar must be notified within 60 days.

The trustee must forward a copy of the pension plan to every employee participant by April 30, 1964. New members must be provided with a copy on enrolment.

The trustee must annually furnish every employee participant with a statement of the plan within 120 days after the end of the calendar year or the end of the policy or fiscal year, depending on how records are kept.

This annual statement must show:

(a) the employee participant's total accumulated contributions, including interest and the rate of interest earned for the year under review;

(b) the total equity the estate of the employee participant would have in the pension plan if he had died on the date of the statement;

(c) the amount the employee participant would receive if he had terminated his employment on the date of the statement; and
(d) the amount of pension accumulated for service by the employee participant up to the date of the statement.

It is also mandatory for a trustee to submit an annual report to the Registrar and, where applicable, to a union, giving the information indicated on the official form. A copy of this report must be sent to an employee participant upon request.

Saskatchewan Minimum Wage Act

In Saskatchewan, the two general minimum wage orders and the nine special orders for particular workplaces or occupations have been revised, following public hearings by the Minimum Wage Board. A twelfth order requiring employers to furnish employees with earnings statements every pay day and on termination of employment was re-issued without change.

In the two general orders and five special orders governing hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, full-time rates were increased by $2.50 a week and part-time rates by 10 cents an hour. The minimum for full-time employees 18 years and over is now $36.50 a week in 10 cities (all of the cities in the province except Lloydminster), and $34.50 a week in other areas. The minimum part-time rate for adult workers is $1 an hour in the cities and 95 cents elsewhere in the province.

Coverage. There has been no change in coverage. Together, the two general orders and the nine special orders cover all employees in the province except domestic servants in private homes, agricultural workers, and some minor occupational groups.

Minimum Rates. As well as retaining the regional differentials, the orders have continued the practice of setting weekly rates for full-time employees and hourly rates for part-time workers, with lower minima for employees under 18. Under the two general orders (Orders 1 and 4), and the four orders governing hotels, restaurants, educational institutions, hospitals and nursing homes (Orders 2, 3, 5 and 6), the full-time or weekly rates apply to persons who regularly work 36 or more hours a week, and the part-time or hourly rates apply to employees whose normal work week is less than 36 hours.

The order for amusement places (Order 10) defines "full-time" employees in the same manner as the orders referred to above, but classifies as "part-time" persons who work between 16 and 36 hours a week and as "casual" employees who normally work less than 16 hours a week.

The minimum for full-time employees 18 years and over employed in shops, offices, factories and other workplaces covered by the general orders and in hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, is now $36.50 a week in the cities (and within a five-mile radius). In the smaller centres, the minimum wage payable to full-time adult workers is $34.50 a week. Rates for full-time employees under 18 are $2 less than the adult rates, $34.50 a week in the cities and $32.50 elsewhere in the province.

In the cities, the minimum now payable to workers 18 years and over employed on a part-time basis or as casual employees in amusement places is $1 an hour. Elsewhere in the province the minimum wage for such employees is 95 cents an hour. Rates for part-time or casual employees under 18 years of age are five cents less than the rates for adults.

The general orders and the orders for hotels, restaurants, educational institutions, hospitals and nursing homes, again impose a quota on part-time employees, limiting the number of such workers to 25 per cent of the total number of full-time employees in an establishment. An employer who has fewer than four full-time employees is, however, allowed to hire one part-time worker. The order for amusement places does not, however, limit the number of part-time or casual workers employed in an establishment.

In addition to the rates described above, the general orders again fix special rates for certain occupations. The minimum for full-time drivers of motor vehicles of up to 7,500 pounds gross weight has been increased to $39.50 a week in the cities and to $37.50 in the smaller centres. The part-time rates for drivers in this category are now $1.05 and $1 an hour, respectively.

The minimum for full-time messengers is now $26.50 or $24.50 a week, depending on the location. The minimum hourly rates for part-time messengers are 80 cents and 75 cents. A messenger who provides his own bicycle must, as before, be paid an additional 50 cents a week, if full-time, and an additional 3 cents an hour, if part-time.

Minimum wage rates in the four special orders for janitors in residential blocks, truck drivers, logging and lumbering, and oil-well drilling, were also increased.

The revised order for janitors in residential blocks (No. 7) increased the rate of full-time janitors and caretakers (employees who work 48 hours a week or more) from $44 to $46.50 a week. Part-time employees must now be paid $1.05 an hour instead of 95 cents.

Under the new trucking order (No. 8) the minimum for truck drivers who drive vehicles with a gross weight in excess of 7,500 pounds is now $1.05 an hour or 3½ cents a mile, whichever is greater. The rate for helpers and swampers has been increased by 10 cents to $1.05 an hour.

In logging and lumbering operations, the general minimum is now $1 an hour, an increase of 10 cents over the previous rate. The minimum for cooks, "cookees", "bull cooks" and watchmen has been increased from $150 to $160 a month.

The revised order for oil-well drilling rigs (No. 11) raised the minimum wage from 85 cents to 95 cents an hour.

Three-Hour Minimum. The general orders and the special orders for hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, again provide for call-in pay. They stipulate that all part-time or casual workers except messengers, truck drivers, students employed outside of school hours, and janitors and caretakers, must receive a minimum of three hours pay at the applicable minimum rate for each occasion on which they are asked to report for duty, whether or not they work three hours.

Working Shifts. As formerly, the hours of employees in hotels, restaurants, educational institutions, hospitals and nursing homes, must be confined within a 12-hour period, and employees must not be required to report for duty more than twice during this period. Female employees in these workplaces who finish work between the hours of 12:30 a.m. and 7 a.m. must be provided with transportation to their places of residence at the employer's expense.

Deductions from Wages. The orders for hotels, restaurants, educational institutions, hospitals and nursing homes, contain substantially the same rules with respect to deductions as formerly. Employers who require their employees to wear uniforms or other special articles of clothing must provide them without cost to the employees and may not charge for repairs or laundering.

Deductions for board or lodging are again permitted, however, provided the employees agree to accept these facilities. In hotels and restaurants throughout the province, the maximum charge remains 25 cents for a night's lodging and 90 cents a day for meals or 30 cents for single meals. The same maxima apply in educational institutions, hospitals and nursing homes, except that they are limited to persons receiving $37.50 a week or less (previously $35 a week or less).

In all five types of workplaces, the minimum meal period is one half hour for meals consumed on the premises and one hour for meals eaten elsewhere.

In logging and lumbering operations the maximum charge for board and lodging remains $2 a day.

Public Holidays. All employees subject to these orders except janitors and caretakers in residential blocks, employees in logging and lumbering, and casual workers in amusement places, are again entitled to eight holidays a year with wages at their regular daily rate (exclusive of overtime). The same eight days are specified: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

As before, there is some variation in the orders as regards payment for time worked on a holiday. Employees in factories, shops, offices and other workplaces subject to the general orders who work on a holiday, must be paid their regular wages for the day plus time and one-half for every hour or part of an hour worked. A similar provision is contained in the order for truck drivers.

If employees in hotels, restaurants, educational institutions, hospitals and nursing homes, are required to work on any of the eight holidays specified, they must receive, in addition to their regular daily wages, payment at the regular rate for all time worked or, if full-time employees, equivalent time off with pay within the next four weeks.

Employees engaged in the operation of a drilling rig who are required to work on a holiday are to be paid their regular daily wages plus their regular rate of pay for all time worked.

In amusement places, full-time and part-time workers must be paid the same as persons subject to the general orders for time worked on a holiday. Casual employees in such places are not entitled to holidays with pay, however, but, if they do work, they must be paid one and one-half their regular rate.

If the wages of an employee (exclusive of overtime), vary from week to week, payment for a holiday must be computed on the basis of his average daily earnings (exclusive of overtime) for the four weeks immediately preceding the week in which the holiday occurs.

The orders again provide that, when Christmas Day or New Year's Day falls on a Sunday, the following Monday is to be counted as a holiday. Similarly, when the Monday after Remembrance Day is

(Continued on page 320)

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants on last day of January was 51 per cent below total on same date in 1963. Eighty-five per cent of decline from January 1963 figure was in male claimant total

Claimants for unemployment insurance benefit numbered 598,600 on January 31. This total was a little more than 10 per cent larger than the number of 532,600 on December 31, but nearly 15 per cent below the total of 703,600 on January 31, 1963.

Of the reduction of 105,000 from the previous January's total, 85 per cent were males; and males made up only 80 per cent of the increase of 66,000 since December 31. The decline from the year before in the number of unemployed male claimants, amounting to nearly 90,000, reflects the improved employment situation.

The total of 598,600 on January 31 was made up of 459,800 claimants for regular, and 138,800 claimants for seasonal benefit, making up 76.8 and 23.2 per cent of the total respectively, compared with corresponding percentages of 77.3 and 22.7 on January 31, 1963.

On December 31, seasonal claimants made up only 15.2 per cent of the total. The higher percentage increase in seasonal than in regular benefit claimants during January is characteristic of that season of the year. It is influenced by two things: (1) the heaviest seasonal benefit claim load occurs in December and January and (2) the fact that, due to the additional computations required during this season on cases ineligible for regular benefit, a significant proportion of the cases classed temporarily on December 31 as regular doubtless finally qualified only for seasonal benefit.

Initial and Renewal Claims

Initial and renewal claims filed during January numbered 258,600, a reduction of 25 per cent compared with December 31 and of 20 per cent compared with January 31 last year. The current total is the lowest for January for the past 10 years.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in January was estimated to be 440,900, compared with 293,800 in December and 536,900 in January 1963.

Payments during the month totalled $46,400,000, which was $17,000,000 more than the total of $29,400,000 in December but $12,000,000 less than the January 1963 total of $58,400,000.

The average weekly payment was $25.07 in January, $24.99 in December and $24.79 in January 1963.

Insurance Registrations

On January 31, insurance books or contribution cards had been issued to 5,075,261 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 337,806, an increase of 443 since December 31.

Enforcement Statistics

During January, 11,251 investigations were conducted by enforcement officers across Canada. Of these 7,113 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 783 were miscellaneous investigations. The remaining 3,355 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 250 cases, 129 against employers and 121 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,445.*

* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in January totalled $30,782,-410.60, compared with $31,750,618.75 in December and $31,387,634.93 in January 1963.

Benefits paid in January totalled $46,411,-645.40, compared with $29,360,515.60 in December and $58,559,875.69 in January 1963.

The balance of the Fund on January 31 was $42,895,204.45; on December 31 it was $58,524,439.25 and on January 31, 1963 it was $71,803,065.26.

Monthly Report of Placement Operations of the NES

Placement activity in local offices of the National Employment Service was at a high level in February. Placements totalled some 66,700, the second highest February total since 1945.

The number also was 11.8 per cent higher than the average for the month during the previous five years, and 5.6 per cent higher than the total in February 1963. In contrast, placements in January were 1.8 per cent fewer than a year earlier.

The strong demand for male workers evidenced in the preceding months continued during February, and approximately 44,400 male placements were effected. This represented an increase of 12.7 per cent over the same month in 1963.

The placement of some 22,300 women workers during the month reflected a decrease of 6.1 per cent from the previous February. This, however, was less than half the percentage decrease recorded in January, and the February decrease from the previous year was concentrated in placements of casual workers.

About 2,700 of the placements made in February involved the movement of workers from one local office area to another. This was 4.0 per cent of all placements, a percentage unchanged from January and practically the same as in February 1963.

The cumulative total of placements for the first two months of 1964 was 140,100, an increase of 1.6 per cent over the corresponding total last year. Regional distributions and percentage increases or decreases were as follows:

	February 1964		*2 Months Ended February**	
Atlantic	4,800	— 1.2	10,500	+6.1
Quebec	21,400	+15.8	45,600	+5.7
Ontario	22,800	— 2.3	47,800	—4.8
Prairie	11,300	+ 5.4	23,500	+4.0
Pacific	6,400	+10.9	12,700	+5.6

Employers notified the Employment Service of some 87,400 vacancies during February, an increase of 10.4 per cent over the number in February 1963. As was the case in January, this was the largest number of vacancies notified in the corresponding month of any year since 1947.

Male vacancies accounted for some 55,000, or 62.9 per cent of the total, and showed an increase of 16.3 per cent over the total for the same month last year. This continued the pattern experienced in recent months.

Female vacancies amounted to 32,400, an increase of 1.6 per cent over February 1963. This was a reversal of the trend toward year-to-year decreases in vacancies for women workers that had been in evidence since the latter part of 1963.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2299, Jan. 13, 1964

Summary of the Main Facts: The claimant is a member of a union and his case is to serve as a test case in respect of two other claimants.

He filed a renewal application for unemployment insurance benefit on May 22, 1963. He had been employed as an electrician at a rate of pay of $2.65 an hour from April 11, 1963 to May 22, 1963, when he walked off the job on the advice of his union.

While on continuing claim, he had worked in another town as an electrician at an hourly rate of pay of $3.10 from July 22, 1963 to July 29, 1963, when he was laid off because of a shortage of work.

On August 21, 1963, the local office notified him of an offer of continuing employment as an electrician at an hourly rate of pay of $2.65, which was reported to be the prevailing rate in the district for that occupation. The hours of work were eight a day and 40 a week, day work, and the place of employment was one mile distant from his home.

* Cumulative regional totals may contain minor variations due to rounding.

The claimant's reasons for non-acceptance of the offer were that the business agent of his local had told him that he could not accept the job, as "it is below the rate of pay they are fighting for." He was told also that if he accepted the job he would be fined.

The local office commented that the man appeared to be willing to accept this offer of work but he had been told by his business agent that if he did he would be fined by his union.

He appears to be genuinely anxious to work but will not (or cannot) go against his union. The employer, . . . does not have any agreement with the [union] and although the local union rate—to the best of our knowledge—is $2.65 per hour, there has been controversy between the local union and contractors in this area. The union is holding out for $3 per hour and at present they are being paid this rate by two contractors who are working in this area. They also state that if [proposed employer] is prepared to sign an agreement with the union and pay $3 per hour they will then allow their members to go to work for him.

The insurance officer disqualified the claimant and suspended benefit from August 18, 1963 to September 28, 1963, inclusive, in accordance with section 59(1)(a) of the Act, on the ground that he had, without good cause, refused or failed to apply for such situation or failed to accept it when it was offered to him. The insurance officer notified the claimant of the disqualification in a letter dated August 26, 1963.

In regard to this decision, the insurance officer commented:

. . . The employment was considered suitable as it was at the prevailing rate in the claimant's registered occupation. The claimant's reason for not accepting the position cannot be considered just cause, as it is contrary to the principle set out in CUB 2022 [L.G. 1962, p. 1061], where the Umpire ruled the pressure which the association exerted on the claimant was, objectively speaking, a matter which had nothing to do with the contract of employment, the conditions of which he had freely accepted and, consequently, was a question of a purely personal nature between him and his association . . . the provisions of section 61 were made solely to protect the employee, as an individual, against an employer who might take the initiative to prevent him from becoming, from continuing to be, or from refraining to become a member of a workers' association and making him lose his unquestionable right in the matter.

The claimant appealed to a board of referees on August 29, 1963, and said he had refused the job offered to him on August 21 because the union advised him that he could not work for a non-union contractor. The business agent had told him, he said, that he would be fined and might lose his union membership if he accepted the work. "I do not think I should be forced to lose my union membership."

The majority decision of the board of referees, which heard the case on September 26, said that the board was given copies of the constitution and rules of the claimant's union as well as a copy of the standard agreement then in effect.

The union representative at the hearing referred to section 3(c) of the local agreement, which reads:

No member of the union shall be permitted to work at the electrical construction work as covered by this agreement, except for employers signatories to local or international agreements of the [union].

The representative further pointed out that if any member violated any of the rules in the constitution or in the local agreement, he would be subject to disciplinary action, which usually took the form of cancellation of the member's union card.

It was the majority decision of the board, the employee representative dissenting, that, in view of the Umpire's decision in CUB 2022, "the claimant without good cause refused or failed to apply for or failed to accept a situation in suitable employment notified to him on August 2, 1963." The board disallowed the appeal and upheld the insurance officer's decision.

The dissenting member of the board of referees stated:

. . . With all respect to other members of this board, I wish to dissent against the board's majority ruling. I believe the claimant had good cause not to apply or accept employment at the hourly rate quoted. He has a right to belong to the organization of which he is a member. By virtue of this membership he must conduct himself on majority rulings that are laid down by this association to continue his membership. The hourly rate for the organization is three dollars; therefore, he could be fined or expelled if he did not comply and took a job that paid $2.65 per hour. There are also chances of intimidation that could bring physical or moral violence to himself, which has to be given some consideration. I think these points are basic and therefore, do not go along with the insurance officer's decision.

The union appealed to the Umpire. The appeal reads:

[The local union] has an agreement with electrical contractors working in the area that states: "Article 1(c) No member of the union shall be permitted to work at the electrical construction work as covered by this agreement except for employers signatories to local or international agreements of the [union]." The [employer] to whom this man was referred for employment has no contract with the Local or the International and to accept this job would have placed the man in contravention of the agreement and also contrary to the International constitution Article 27 Sec. 2(2), either of which could cause the member the loss of his card. The member at all times is required to be in good standing before he can obtain employment with employers who are signed to agreements with locals of the [union.] Section 61(b) of the U.I. Act clearly states that

he has the right to protect his membership in the union and he cannot be disqualified from payments by doing so.

The decision CUB 2022 referred to by the U.I. officer clearly outlines a case where the man had gone to work and then left the job on learning that he would face a fine or expulsion if he continued working there. Such is not the case here, the member knew that he would not be allowed to start to work for this employer as there was no agreement and the only way he could accept the job was to drop out of the union, which he did not choose to do. No other employment office that I have knowledge of directs a man to a non-union contractor with the threat that failure to take this employment would result on loss of benefits and I feel, therefore, that the decision of the board of referees (majority) should be reversed and the member granted benefits.

In a statement of observations dated November 15, 1963 for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

2. The claimant refused the prospective job because of the threat of a fine and possible loss of union membership if he accepted the employment. However, insofar as the prospective employer was concerned, the claimant could have continued to be a member of his union and to observe the lawful rules thereof. Consequently, it is submitted that this is not a case which gives rise to the application of section 61 of the Act and, therefore, it should be decided solely under section 59 of the Act.

3. The employment offered to the claimant, which was in his usual occupation, was not covered by agreement with this union and the determination for suitability as to rate of wages was based on the rate "recognized by good employers." According to the evidence before the insurance officer, the rate "recognized by good employers" is $2.65 per hour and this evidence was also accepted at the hearing before the board of referees. It is therefore submitted that the employment offered was suitable within the meaning of section 59(2)(b) of the Act and that the claimant has not established good cause for refusing to apply for a situation in suitable employment when it was offered to him (section 59(1)(a) of the Act).

4. The Umpire in CUB 2022 and CUB 2181, which are cases similar in principle to the present one, decided that the claimant had not shown just cause for having voluntarily left his employment on the grounds that the union did not allow him to remain in the employment of his employer "under penalty of fine and even expulsion". The Umpire considered that the pressure exerted on the claimant by the union was a question of purely personal nature between him and his union. The Umpire also decided that section 61 did not apply in circumstances where the claimant took the initiative in separating from his employment at the request of, or because of, the pressure exerted by his union. It is submitted that this jurisprudence has equal application to the question of refusal to apply for a situation in suitable employment, which is involved in the present case.

5. As the union, and not the prospective employer, had imposed the condition whereby the claimant would allegedly lose the right to continue to be a member and to observe the lawful rules of his union, it is submitted that section 61 of the Act does not apply in the present case.

6. It is respectfully submitted that the union's appeal be dismissed.

On behalf of the union, the Director of Legislation, Canadian Labour Congress, requested an oral hearing before the Umpire, which was held in Ottawa on December 17, 1963. The Director of Legislation argued, among other things, that, in view of the provisions of section 61 of the Act, the claimant could not be disqualified from receiving benefit under section 59(1)(a) of the Act. He based his contention on what he said was the jurisprudence established by the Umpire in decision CUB 644.

Considerations and Conclusions: Section 61 of the Act reads:

> Notwithstanding anything in this Act, no insured person is disqualified from receiving benefit by reason only of his leaving or refusing to accept employment if by remaining in or accepting the employment he would lose the right
>
> (a) to become a member of,
>
> (b) to continue to be a member and to observe the lawful rules of, or
>
> (c) to refrain from becoming a member of any association, organization or union of workers.

In decision CUB 644, the Umpire dismissed the insurance officer's appeal on the ground that the employment which had been offered to a claimant was not suitable in that it was at a lower rate of earnings "than that paid in the district by agreement between employers and employees."

Consequently, the remarks made by the Umpire at the end of CUB 644 regarding the interpretation of the provisions contained in what is now section 61 of the Act would appear to be solely in the nature of an *obiter dictum* (incidental remark). Otherwise, it would be very difficult to explain the stand taken by the Umpire (*a*) in decision CUB 1331, wherein it was stated that "The rate of earnings recognized by good employers, as stipulated in section 59 of the Act, does not necessarily mean union rates," and (*b*) in several decisions dealing with participation in a labour dispute in which it was constantly held that the phrase "notwithstanding anything in the Act" does not have the effect of extending the application of the exceptional provisions of section 61 to labour dispute cases coming under section 63 of the Act.

In any event, and for the same reasons as those which I have clearly exposed in decision CUB 2022, I consider that the claimant was rightly disqualified from receiving benefit pursuant to section 59(1)(*a*) of the Act and that section 61 does not

apply in his case. In that decision I said, among other things:

(Translation) If it were recognized that, in a case of this kind, a claimant could avail himself of the exceptional provisions of section 61, this would be admitting that the Unemployment Insurance Act gives to others than insurance officers, boards of referees and the Umpire the power to decide the question of entitlement to benefit and to others than the Unemployment Insurance ommission, the power to make regulations, which seems to me to be an impossible thing. I believe, on the contrary, that the provisions of section 61 were made solely to protect the employee, as an individual, against an employer who might take the initiative in preventing him from becoming, from continuing to be, or from refraining from becoming a member of a workers' association and in making him lose his unquestionable right in this matter.

I consequently decide to dismiss the Brotherhood's appeal.

This decision shall apply *mutatis mutandis* (with necessary changes) in the case of the other two claimants.

Decision CUB 2303, Jan. 13, 1964

Summary of the Main Facts: The claimant, 24 years of age, filed an initial application for unemployment insurance benefit at the Vancouver local office on September 19, 1963. According to the application, he had worked for a forest products company at Powell River, B.C., as a general labourer (registered occupation—junior executive trainee) at a wage of $2.23 an hour from August 15, 1963 to September 13, 1963.

His reason for separation from this employment reads:

I left voluntarily. I was doing labour work there but I have graduated BSc. from U.B.C. and wish to get work in my field. Capable and available for work in Vancouver as of 16 Sept. 63.

In the confirmation of separation (form UIC 479), the employer stated on September 25: "Reason given was that he was returning to U.B.C." In the same form, the employer indicated that the claimant began his employment on August 22, 1962 and that his rate of pay was $2.18 an hour and up.

On September 27, the local office informed the claimant of the reason for separation given by the employer and asked him to comment. At the time of adjudication, no reply had been received.

On the information that had been presented, the insurance officer disqualified the claimant and suspended benefit from September 15 to October 26, 1963 on the ground that he had voluntarily left employment without just cause (section 60(1) of the Act). The insurance officer notified the claimant of this disqualification in a letter dated October 4, 1963.

The claimant's reply, dated October 3, 1963, to the request of September 27 referred to above reads:

I left my job at Powell River with the idea of returning to University to take a one-year course in education, leading to a permanent teaching certificate. However, when I arrived in Vancouver I received word from the university that my scholastic average in one major was not high enough to gain admittance. Also I was lacking a biological science. In order to rectify this, I shall have to return to U.B.C. for one summer session. Also my job in Powell River was simply common labour and since I will be receiving my Bachelor of Science degree in a couple of weeks, and I'm sure you understand that this is not suitable for me.

Now that I am in Vancouver, I plan to find work which is more suitable for me. I am not at University.

The claimant appealed to a board of referees and said:

Sometime during this month of October 1963, I shall be receiving a Bachelor of Science degree from the University of British Columbia. Since my job in Powel River was simply a labouring job and there was nothing else available, I was forced to come to Vancouver to find something more suitable for my qualifications.

When university students work in Powel River during the summer, they must sign a statement to the effect that their work will be terminated on or about the middle of September, when they return to school. This is to protect the employer from having to hire the student on as a full-time employee if the student should decide to take a year out from school to finance his education. In May 1962, I signed such a statement.

In July 1962, I attended the summer school session at U.B.C. and then returned to Powell River to await my results. When I found that my results in one course were not sufficient to qualify for a pass mark, I was forced to rewrite this examination in August 1963. For this reason I worked in Powell River for that year on a casual basis, with the understanding that my work would terminate in Sept. 1963. Therefore, when I received my results in Sept. 1963, and realized that I had completed everything necessary for my degree, I found it necessary to come to Vancouver to find a suitable job.

I feel I was 100% justified in leaving a labouring job in Powell River, which was on a part-time or casual basis, so that I might have the opportunity of finding something in Vancouver which would justify spending 4½ years and $6,000 attending university. . .

The unanimous decision of the board of referees which heard the case in Vancouver on October 30, 1963, reads:

The essential issue presented to this board is that the claimant separated from his employment voluntarily in which he could have remained, and he did so without a definite prospect of other employment, for personal reasons. These reasons would be entirely valid from the claimant's point of view, since obviously a claimant shortly to receive a B.A. Sc. degree would want to obtain employment commensurate with that qualification.

While the board has the utmost sympathy with the claimant's ambitions and would congratulate him upon his initiative and resourcefulness in taking a labouring job in order to accumulate funds to further his education, we find ourselves in exactly the same situation which faced the insurance officer. That situation is that the claimant's separation from employment was a voluntary action, and as we have stated, for personal reasons; and such reasons cannot be accepted as just cause within the meaning of the Act, however valid they may be from a claimant's point of view.

Consequently we find ourselves with no alternative but to sustain the insurance officer's ruling which has imposed a disqualification under section 60(1) of the Act from 18 [sic] September 1963 to 26 October 1963. We confirm this disqualification and the appeal is therefore disallowed.

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire on the following grounds:

I base my appeal on section 59(2)(c) of the Unemployment Insurance Act, which states "Employment of a kind . . . . to be so employed".

As it was stated in my appeal to the board of referees, I was working as a manual labourer and feel that this type of work should be deemed not suitable for a person who has received a university education and has received a bachelor of science degree.

Leave to appeal to the Umpire was granted to the claimant on the following grounds:

In determining whether consent for leave to appeal to the Umpire should be granted, the chairman is governed by a directive from the Umpire himself, who is a Judge of the Exchequer Court of Canada and the final authority in the interpretation of the Act. That directive is that appeals should not be sent to him unless they embody some new principle for which no precedent exists. In evaluating this claimant's request I recognize that there are Umpire's decisions on record dealing with cases identical in principle. However, I respectfully suggest that there are some details in connection with this claimant's case which are essentially different to the precedents quoted by the insurance officer. It would seem to me to be in the best interests of all parties concerned to have the Umpire issue a ruling on this particular claimant's case and for that reason I am consenting to his request for leave to appeal to the Umpire.

Considerations and Conclusions: The claimant has adduced no convincing proof that he had been employed for a specified period of time by mutual agreement and that continuing work would no longer have been available for him after September 13, 1963, if he had desired to remain employed as a general labourer.

Since the claimant voluntarily chose to leave his employment, the burden was on him to prove, as required by section 60(1) of the Act, that he had "just cause" for leaving it.

Whether an individual has just cause for voluntarily leaving his employment must be measured by what an ordinary prudent person would have done under similar circumstances.

While it is understandable and commendable that the claimant should want to better himself by obtaining employment commensurate with his new qualifications, his decision to quit when he did is wholly a matter of personal choice with no element of urgency, necessity or compulsion. Furthermore, he made his decision to quit not only without having any definite prospect of other employment in the near future, but also even without having made any adequate enquiries as to the possibility of such prospects in the Vancouver area, where he subsequently registered for employment and said he was available for work.

As the claimant could have registered for other employment at any National Employment Office in British Columbia without quitting his job as a labourer, in quitting as and when he did he was, in a sense, requesting the Unemployment Insurance Fund to subsidize him during a period of purely voluntary unemployment.

As the Act does not envisage such use of the Fund, I consider that the claimant was rightly disqualified from receiving benefit pursuant to section 60(1) of the Act.

I consequently decide to affirm the unanimous decision of the board of referees and to dismiss the claimant's appeal.

Recent Regulations

(*Continued from page 314*)

proclaimed a public holiday, the holiday provisions apply to the Monday and not to November 11.

Minimum Age for Employment. In keeping with former practices, a minimum age of 16 is again fixed for employment in hotels, restaurants, educational institutions, hospitals and nursing homes, workplaces outside the minimum-age requirement of the Factories Act. The same age requirement applies in amusement places except that, as before, the Minimum Wage Board is authorized to grant exemptions.

Effective Dates. The new orders were gazetted on February 14 as Sask. Reg. 65/64 to 76/64, and went into force on March 1, replacing orders published in June 1962 (O.C. 941/62 to 952/62).

Wage Schedules Prepared and Contracts Awarded in February

Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 224 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 162 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 135 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall discriminate against in regard to employment because of his race, national origin, colour or region, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$40,508.70
Defence Production	122	1,446,079.00
Post Office	21	179,872.10
Royal Canadian Mounted Police	20	730,589.19
Transport	3	32,553.90

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no even shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

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(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in February

During February the sum of $1,783.84 was collected from four contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 131 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in February

DEPARTMENT OF AGRICULTURE

Harrow Ont: Parr Bros, installation of power distribution system for Research Branch Establishment. *Summerland B C:* Pacific Pipe & Flume Ltd, improvements to irrigation water supply system; W H Taylor Construction Ltd, construction of moth rearing room extension, Entomology Bldg, Research Station.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: Sylvio Rodier, interior painting of apartments, St Georges Gardens; Tousignant Decorator Co, interior painting of apartments, Pie IX Blvd; Duke Industries Inc, interior painting of apartments, Place Benoit; Vallieres & Cusson Reg'd, interior painting of apartments, Cloverdale Park; Mauger & Perreault, interior painting of apartments, Le Domaine; Deschenes & Perreault, repairs to suite & public areas, Le Domaine. *Pointe Claire Que:* Vallieres & Cusson Reg'd, interior painting of apartments & public area, Delmar Court Apartments.

In addition this Corporation awarded 25 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Kootenay Indian Agency B C: C Hanemayer Construction Ltd, plumbing improvements & associated work, Kootenay IRS.

DEFENCE CONSTRUCTION (1951) LIMITED

Dartmouth N S: The J P Porter Co Ltd, demolition & removal of French Cable Wharf, RCN. *Halifax N S:* Froggett & van der Mout, interior painting of 94 apartments, Windsor Park. *Camp Gagetown N B:* Simpson Construction Ltd, addition to officers' mess. *Chatham N B:* The Edward Milner Co Ltd, replacement of refrigeration units in Army Ration Depot, RCAF Station. *St Jean Que:* Legendyk & Co Ltd, fire retardant painting interior of four barrack blocks, RCAF Station. *Val d'Or Que:* Paquin Construction Co Ltd, construction of armament compound, RCAF Station. *Barriefield Ont:* D J Cox Painting & Decorating, interior painting of six bldgs, Vimy Barracks; Automatic Sprinkler Co of Canada Ltd installation of automatic sprinkler system in Bldg C-36. *Camp Borden Ont:* Planned Renovators Ltd interior painting of 21 bldgs. *Downsview Ont:* Frank Ignagni, interior painting, Bldg No. 17, RCAF Station. *Petawawa Ont:* Burnley Contracting Co Ltd, interior repainting of 26 bldgs, Camp. *Rockcliffe Ont:* Allan Stewart & Basil Broad Construction Co Ltd, replacement of sanitary sewers, RCAF Station; Planned Renovators Ltd, epoxy coating of bathrooms in 150 PMQs, RCAF Station. *Shirley Bay (Ottawa) Ont:* J G Bisson Construction Ltd, extension of water supply, DRB. *Shilo Man:* Western Asbestos (1963) Ltd, industrial reflooring of eight bldgs, Camp. *Winnipeg Man:* North Star Decorating Co Ltd, interior painting of 104 PMQs, Fort Osborne Barracks; Belco Building & Decorating Co Ltd, interior painting of four bldgs, RCAF Station. *Calgary Alta:* J Mason & Sons Ltd, interior painting of 10 bldgs, Currie Barracks. *Cold Lake Alta:* Fraser & Rice Construction Ltd, supply & erection of school (21 transportable units), RCAF Station. *Edmonton Alta:* Ernest Painting & Decorating Ltd, interior painting of 218 PMQs, Griesbach Barracks. *Comox B C:* Art Greenall Ltd, epoxy coating of bathrooms in 100 PMQs, RCAF Station. *Esquimalt B C:* Farmer Construction Ltd, alterations to bldg No. 210 & construction of offices in Bldg No. 109, HMC Dockyard; W R Menzies & Co Ltd, steam connection of bldg to central heating plant; Parfitt Construction Co Ltd, renovations to Bldgs Nos 91, 53 & 53A. *Vernon B C:* R E Postill & Sons Ltd, replacement of wood stave water line, Camp.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Arnold Cameron, repainting interior of Bldg 16, RCAF Station. *Dartmouth N S:* Martin & Moore Ltd, interior painting of 30 married quarters, Naval Radio Station. *Greenwood N S:* D J Lowe Ltd, fire retardant painting of hangar No 10, RCAF Station. *Shearwater N S:* Maritime Tile Co Ltd, repairs to terrazzo & concrete floors of various bldgs, RCN Air Station. *Saint John N B:* Norman W Francis Ltd, installation of fire detection system in bldg 36, Barrack Green. *Quebec Que:* Lionel Arsenault Inc, installation of hardwood flooring, La Citadelle. *Centralia Ont:* C A McDowell Ltd, interior painting, Barrack Block 64, RCAF Station. *Ipperwash Ont:* George Andelfinger, interior painting of seven bldgs, Camp. *Kingston Ont:* Joice-Sweanor Electric Ltd, installation of automatic fire detection system, Armoury. *London Ont:* Ken Douglas Painting & Decorating, interior painting of nine PMQs, Oxford & Highbury Streets. *Owen Sound Ont:* Harthold & Son, general repairs, exterior & interior painting, Armoury. *Rockcliffe Ont:* H G Francis & Sons Ltd, supply & installation of stainless steel hoods over food heating equipment, RCAF Station. *Trenton Ont:* Walter F MacCormack, interior painting of officers' quarters, Bldg 111, RCAF Station. *Cold Lake Alta:* "Tony" Construction Co, alterations to cold air ducts in 198 PMQs. *Edmonton Alta:* Keeler Painting & Decorating Co Ltd, cleaning & painting fire damaged areas in Bldg D2, Griesbach Barracks. *Lancaster Park Alta:* Sieban Cement Contractor, replacement of concrete hangar approaches, RCAF Station, Namao. *Wainwright Alta:* Alph's Decorating Ltd, painting interior of two bldgs, Camp; Horton Steel Works Ltd, sandblasting, welding & painting of water tower, Camp; Horton Steel Works Ltd, sandblasting, welding & painting of standpipe, Camp. *Esquimalt B C:* Plaza Paint Pot, interior painting of 22 residences, Belmont Park. *Port Alberni B C:* Port Alberni Home Builders Ltd, repairing Bldgs 1001, 1002 & 1003, Alberni Military Camp. *Victoria B C:* Renfrew & Stewart Heating Ltd, reroofing Bldg 1119, Work Point Barracks.

In addition, this Department awarded 56 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Halifax N S: J G Fitzpatrick Ltd, construction of truck loading facilities for grain elevator. *Montreal Que:* Leeds Bridge & Iron Works Ltd, construction of truck loading facilities on Jacques Cartier Pier, Section 18.

NORTHERN CANADA POWER COMMISSION

Fort Smith N W T: McNamara Construction Western Ltd, construction of power plant, dams, spillway & access roads, Taltson River Hydro Electric Development.

POST OFFICE DEPARTMENT

This Department awarded one contract containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Burlington Ont: Swansea Construction Co Ltd, construction of east end sanitary sewer (phase 2). *Waterloo Ont:* E & E Seegmiller Ltd, construction of trunk sanitary sewer from Glenridge Place to Marshall Street. *Edmonton Alta:* P Kiewit & Sons Ltd, construction of sewage treatment lagoons—Contract No 271; McNamara Construction Western Ltd, construction of northeast interceptor sewer (42" pipe)—Contract No 273; A A Voice Construction, construction of northeast interceptor sewer (36" pipe)—Contract No 274; G C McLeod Co, construction of northeast interceptor sewer (33" pipe)—Contract No 275; Burns & Dutton Construction Co Ltd, construction of steel trestles—northeast interceptor sewer—Contract No 278.

DEPARTMENT OF PUBLIC WORKS

Arnold's Cove Nfld: Pelley Enterprises Ltd, wharf reconstruction. *Avondale Nfld:* J J Hussey Ltd, construction of post office bldg. *Campbellton Nfld:* Twyne, Potter & Co, construction of post office bldg. *Cape Broyle Nfld:* J J Hussey Ltd, construction of post office bldg. *Carmanville Nfld:* Wm A Trask Ltd, construction of post office bldg. *Conception Harbour Nfld:* J J Hussey Ltd, construction of post office bldg. *Elliston Nfld:* Bloomfield Building Supplies, construction of post office bldg. *Ferryland Nfld:* J J Hussey Ltd, construction of post office bldg. *Gambo Nfld:* Davis Construction Ltd, construction of post office bldg. *Herring Neck Nfld:* Twillingate Engineering & Construction Co Ltd, construction of post office bldg. *Lawn Nfld:* Aylwards Ltd, construction of post office bldg. *Lewisporte Nfld:* M & T Construction Co Ltd, construction of marine haulout. *Little Cataline Nfld:* Bloomfield Building Supplies, construction of post office bldg. *Norman's*

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Cove Nfld: Elzear Crocker, construction of post office bldg. *Norris Point Nfld:* James E Shears, construction of post office bldg. *Point Leamington Nfld:* Gid Sacrey Ltd, construction of post office bldg. *Port Blandford Nfld:* Bloomfield Building Supplies, construction of post office bldg. *Roberts Arm Nfld:* Ryan Bros, construction of post office bldg. *Rocky Harbour Nfld:* James E Shears, construction of post office bldg. *St Bernard Nfld:* Kevin Power, construction of post office bldg. *St John's Nfld:* J J Hussey Ltd, alterations to biological laboratory & exterior fire escape, Fisheries Research Laboratory Bldg. *St Mary's Nfld:* Empire Plumbing, Heating & Construction Ltd, construction of post office bldg. *Summerford Nfld:* Twillingate Engineering & Construction Co Ltd, construction of post office bldg. *Topsail Nfld:* Aylward's Ltd, construction of post office bldg. *Trinity Nfld:* Benson Builders Ltd, construction of post office bldg. *Victoria Nfld:* Aylward's Ltd, construction of post office bldg. *Crapaud P E I:* Donald A MacPherson Construction, construction of post office bldg. *Wellington Station P E I:* Fitzgerald & Snow Building Contractors Ltd, construction of post office bldg. *Church Point N S:* Bernard & Gerard Lombard, reinforcing northern face of wharf. *Ingonish Beach N S:* E K Potter Ltd, wharf repairs. *Joggins N S:* K P Allen Ltd, construction of post office bldg. *Lower Wedgeport N S:* Austin J Cottreau, construction of post office bldg. *Margaree Forks N S:* McIsaac & McLennan, construction of post office bldg. *Margaree Harbour N S:* Duncan MacDonald, construction of post office bldg. *Musquodoboit Harbour N S:* Fisher & Miller Construction, construction of post office bldg. *Westchester Station N S:* MacBurnie Bros Ltd, construction of post office bldg. *Albert N B:* Gauvin Construction Ltd, construction of post office bldg. *Allardville N B:* Connolly Construction Ltd, construction of post office bldg. *Clair N B:* Ouellon Construction Ltd, construction of post office bldg. *Eel River Crossing N B:* Ouellon Construction Ltd, construction of post office bldg. *Grande Anse N B:* Ouellon Construction Ltd, construction of post office bldg. *Jacquet River N B:* Ouellon Construction Ltd, construction of post office bldg. *Memramcook N B:* Gauvin Construction Ltd, construction of post office bldg. *Fredericton N B:* R L Kilburn Ltd, interior painting, federal bldg. *Paquetville N B:* Ouellon Construction Ltd, construction of post office bldg. *Baie Comeau Que:* Manik Construction Ltd, wharf repairs. *Cacouna Que:* Joseph Boulay, construction of post office bldg. *La Tuque Que:* Alsco Montreal Inc, aluminum windows replacement, federal bldg. *Montcerf Que:* R Martel & Fils Enrg, construction of post office bldg. *Montreal Que:* Oscar Brault, interior cleaning of Charpentier Bldg; Beaver Master Services, cleaning interior, etc., Postal Station "H", 1420 Ste Catherine St West; Nation-Wide Interior Maintenance Co Ltd, interior cleaning, UIC Bldg, 1441 St Urbain St; Allied Building Services (1962) Ltd, interior cleaning, Packard Bldg, 729 St Antoine St. *St Charles de Caplan Que:* Eugene Beaulieu, wharf repairs. *Ste Florence Que:* Henri Dube, construction of post office bldg. *St Moise Que:* Robert Ducasse, construction of post office bldg. *Sept Iles Que:* Victor Gauthier, improvements to shed, Mgr Blanche St Wharf. *Sorel Que:* Raoul Aussant, interior painting, federal bldg. *Val d'Or Que:* G Mercier Enrg, wharf construction. *Wotton Que:* Marquis & Freres Ltee, construction of post office bldg. *Arnprior Ont:* Pillar Construction Ltd, alterations to various bldg, Civil Defence College. *Avonmore Ont:* J A Sauve Construction Ltd, construction of post office bldg. *Bath Ont:* Carlo Sorensen, construction of post office bldg. *Bearskin Ont:* T Zelmer Construction Co Ltd, construction of school & residence & electrical alterations to pump & powerhouse, Sioux Lookout Indian Agency. *Britt Ont:* Gerard Builders of North Bay Ltd, construction of post office bldg. *Embrum Ont:* K C Martin Construction Co Ltd, construction of post office bldg. *Hepworth Ont:* Lexington Contracting Ltd, construction of post office bldg. *Kearney Ont:* Young's (Huntsville) Ltd, construction of post office bldg. *King City Ont:* Gorsline Construction Ltd, construction of post office bldg. *London Ont:* Putherbough Bros Construction Co, alterations to 1st & 2nd floors, Dominion Public Bldg. *Moose Creek Ont:* J A Sauve Construction Ltd, construction of post office bldg. *Ottawa Ont:* Allied Building Services (1962) Ltd, interior cleaning, Veterans' Affairs Bldg, Wellington St; Atlas Building Cleaning Co, interior cleaning, Insurance Bldg, Confederation Heights; Three Star Building Cleaners, interior cleaning, Colonel By Towers, Bronson Ave; J H Meilleur, repairs to roof, DVA Bldg; Atlas Building Cleaning Co, cleaning interior, Kent-Albert Bldg; Sanco Ltd, interior cleaning, Sir Charles Tupper Bldg, Confederation Heights; Andrews Bros Construction Ltd, general alterations, Kent-Albert Bldg. *Ottawa, Ont & Hull, Que:* Sanco Ltd, cleaning windows of federal bldgs. *Princeton Ont:* Vic Carter Ltd, construction of post office bldg. *Rosseau Ont:* Young's (Huntsville) Ltd, construction of post office bldg. *Shelburne Ont:* Willard N Hunt, construction of post office bldg. *Weston Ont:* G C Harris Construction Co, alterations to old federal bldg. *Whitney Ont:* P J Bordowitz, construction of launching ramp & wharf for small craft. *Marfeking Man:* S W Bates, construction of post

office bldg. *Fort MacLeod Alta:* Glenn Little, renovations to federal bldg. *Lacombe Alta:* Mr & Mrs R Keitel, interior cleaning of federal bldg. *Ladysmith B C:* Mark F Rukin, interior cleaning of federal bldg. *Richmond B C:* Vancouver Pile Driving & Contracting Co Ltd, renewal of seaplane ramp. *Vancouver B C:* American Building Maintenance Co Ltd, interior cleaning of Customs House, 1001 Pender Ave.

In addition, this Department awarded 45 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Welland Ont: Foley Foundry & Machine Co Ltd, modification of machinery on vertical lift bridges Nos 17 & 20 for standby power, Welland Canal.

DEPARTMENT OF TRANSPORT

Windsor Ont: Whelpton Electric Ltd, installation of power distribution switchboards, Airport. *Grande Prairie Alta:* Cookshaw Electric Ltd, rehabilitation of power distribution system & related work, Airport. *Victoria B C:* Peterson Electric Construction Co Ltd, installation of car park lighting, International Airport.

In addition, this Department awarded eight contracts containing the General Fair Wages Clause.

Federal-Provincial Labour Conference

(*Continued from page 268*)

Concluding Statement

Summing up at the conclusion of the conference, Mr. MacEachen commented on each of the items discussed.

On apprenticeship he said that the new apprenticeship agreement that was discussed developed some new emphases in apprenticeship. It provides for a more flexible and less restrictive approach by providing, through greater federal support, for a greater emphasis on the role of industry in the development of apprenticeship.

On the Manpower Consultative Service he said there was agreement among the provinces that this was a useful and significant way to deal with manpower problems ensuing from automation and technological change. Assurances of provincial support in the development of the program had been given, Mr. MacEachen said.

There was general agreement on the need for progressive labour standards in Canada as a whole, he stated, and a recognition of the gap that existed in federal labour standards as compared with the usual coverage in provincial jurisdictions.

On labour-management co-operation the Minister said that there was a growing necessity for co-ordination of activities, in view of the intense interest being shown in this subject by all levels of government, management and labour, and by university, church and other private agencies.

It was the general consensus that there should be co-operation of governments in developing good relations between labour and management, the Minister declared.

On the ILO, Mr. MacEachen reported agreement in principle that Canada should seek to ratify some of the existing ILO Conventions of which the subject matter falls partly within federal and partly within provincial jurisdiction. It will be necessary, he said, to work out appropriate procedures and this will be explored in consultations between the federal and provincial Departments of Labour.

Mr. MacEachen spoke of the brief discussion of the ways and means by which provincial Departments of Labour might integrate their work with that of the federal Department in meeting the manpower problems that would arise in a national emergency.

Industrial Fatalities

(*Continued from page 273*)

industrial diseases, 10 were the result of conflagrations, temperature extremes and explosions, 10 were caused by electric current and 1 was the result of over-exertion.

By province of occurrence, the largest number of fatalities, 79, was in Ontario. In British Columbia there were 44, in Quebec 33 and in Alberta 26.

During the quarter, there were 98 fatalities in October, 73 in November and 76 in December.

Consumer Price Index, March 1964

The consumer price index (1949=100) increased 0.1 per cent to 134.6 at the beginning of March from 134.5 in February. The March index was 1.9 per cent above the March 1963 index of 132.1.

Four of the seven main component groups were unchanged but three were higher. The clothing index showed the largest increase.

The food index was unchanged from its February level of 131.3. Prices were higher for most fresh and canned fruits and vegetables, cookies and sweet biscuits, coffee, butter and shortening and some cuts of meat. Price decreases occurred for sugar —continuing a decline that began in December 1963—beef, pork chops, chicken and eggs.

The housing index increased 0.1 per cent to 137.5 from 137.3 as indexes for both the shelter and household operation components were higher. The shelter index rose 0.1 per cent; rent was unchanged but home-ownership prices increased. The household operation index increased 0.2 per cent, mainly as a result of higher prices for furniture, floor coverings and textiles. Prices for utensils and equipment were lower.

The clothing index advanced 0.7 per cent to 118.6 from 117.8. Higher prices for men's, women's and children's wear, footwear and clothing services outweighed decreases in prices for piece goods.

The transportation index at 143.0 was 0.3 per cent higher than the February index of 142.6. An increase in the Ontario gasoline tax from 13 to 15 cents a gallon, substantially higher license fees and increased prices for tires and batteries moved the automobile operation component. Local transportation increased as a result of higher bus fares in a few cities.

The health and personal care index was unchanged at 165.4. The health care component was unchanged and an increase in the personal care group was not sufficient to move the index.

The recreation and reading index remained at its February level of 152.3 as price increases for television repairs were offset by decreases for bicycles.

The index for tobacco and alcohol was unchanged at 119.4, despite a slight increase in prices of alcoholic beverages.

Group indexes in March 1963 were: food 128.9, housing 136.0, clothing 115.6, transportation 139.6, health and personal care 159.9, recreation and reading 148.6 and tobacco and alcohol 118.0.

City Consumer Price Indexes, February 1964

Consumer price indexes (1949=100) rose between January and February in six of the ten regional cities. Increases ranged from 0.1 per cent in Saint John and Toronto to 0.6 per cent in Montreal. The Vancouver index declined 0.2 per cent. The Halifax, Winnipeg and Saskatoon-Regina indexes were unchanged.

Food indexes fell in seven cities and rose in three; the decreases ranged from 0.2 per cent in Winnipeg, Saskatoon-Regina and Edmonton-Calgary to 0.6 per cent in Halifax, and the increases ranged from 0.5 per cent in Saint John to 0.9 per cent in Montreal.

Movements in the housing component were mixed: four cities had higher indexes, four lower, and two unchanged. Clothing indexes rose in four cities, declined in three, and were constant in three. Transportation indexes were higher in nine cities and unchanged in one. Indexes for health and personal care rose in three cities, fell in five, and remained unchanged in two. The recreation and reading index moved up in nine cities and down in one. The indexes for tobacco and alcohol were higher in six cities, unchanged in four.

Regional consumer price index point changes between January and February were: Montreal +0.8 to 134.7; St. John's +0.6 to 120.8*; Ottawa +0.4 to 135.0; Saint John +0.2 to 134.3; Edmonton-Calgary +0.2 to 127.7; Toronto +0.1 to 136.0; Vancouver —0.2 to 131.7. Halifax, Winnipeg and Saskatoon-Regina remained unchanged at 131.6, 131.4 and 129.0 respectively.

Wholesale Price Index, February 1964

Canada's general wholesale index (1935-39=100) declined 0.3 per cent to 246.1 in February from 246.9 in January but rose 1.4 per cent from the February 1963 index of 242.8.

Two major group indexes declined, five increased and one remained unchanged.

The vegetable products group index, which decreased 2.3 per cent to 231.2 in February from 236.7 in the preceding month, was the main cause of the decline in the index. The non-metallic minerals products group index of 191.6 dipped slightly from 191.7 in January.

The chemical products group index showed the greatest advance during February, moving up 0.9 per cent to 190.1 from 188.4. The animal products group index

*On base June 1951=100.

increased 0.6 per cent to 248.6 from 247.0. Other group indexes which advanced in February were textiles, up 0.4 per cent to 249.2 from 248.2, wood products up 0.2 per cent to 330.3 from 329.7, and non-ferrous metals, which rose less than 0.1 per cent to 201.2 from 201.1.

The iron products group index of 255.0 remained unchanged from January.

The index of Canadian farm product prices at terminal markets (1935-39=100) advanced 0.6 per cent, from 215.0 to 216.3, in the three weeks ended February 21. The field products index declined 0.5 per cent, from 166.4 to 165.5, and the animal products index rose 1.3 per cent, from 263.6 to 267.1.

U.S. Consumer Price Index, February 1964

For the first time since December 1962, the United States consumer price index (1957-59=100) has declined. In February it moved from 107.7 to 107.6.

About two thirds of the drop in the index was caused by refunds on gas utility bills and lower prices for gasoline. Food prices, rents, home ownership costs, medical costs and health and recreation services costs were higher.

British Index of Retail Prices, January 1964

The British index of retail prices (Jan. 16, 1962=100) rose to 104.7 at mid-January from 104.2 at mid-December 1963. The January 1963 index was 102.7.

The food index rose to 105.4 from 104.6 as a result of higher prices for many items, particularly fresh vegetables, partially offset by reductions in the price of eggs.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 186

Aged

1. U.S. PRESIDENT'S COUNCIL ON AGING. *The Older American; [1st Report, 1962/3]* Washington, GPO, 1963. Pp. 73.

This first annual report of the U.S., President's Council on Aging tells something about the older citizens' income, health, employment, housing, and their place in the community, etc.

2. WORKSHOP [ON] EDUCATION FOR AGING, TORONTO, 1962. *Proceedings.* Toronto, Ontario Society on Aging, 1962. Pp. 78.

Workshop held October 26, 1962.

Contains discussions by a panel and by workshop groups which dealt with such topics as health, retirement, the family, and leisure as they pertained to older workers.

Automation

3. *Focus on Automation the Management View, the Labor View, the International Questions* [*by*] John I. Snyder, Jr., A. J. Hayes [and] David A. Morse. [New York, American Foundation on Automation and Employment, inc., 1963] Pp. [18].

Talks presented at a dinner given on December 13, 1962 by David A. Morse, Director General of the International Labour Office, in honor of John I. Snyder, Jr. and Albert J. Hayes, co-chairman of the American Foundation on Automation and Employment, Inc., jointly set up by U.S. Industries, Inc., a manufacturer of automation machinery (of which Mr. Snyder is chairman and president) and by the International Association of Machinists (of which Mr. Hayes is international president). These talks tell something of the American Foundation on Automation and Employment, Inc. and about its research into the problems caused by automation.

4. NEW SOUTH WALES. DEPARTMENT OF LABOUR AND INDUSTRY. *Notes on Report and Recommendations of the Honourable Mr. Justice Jack Richards on the Inquiry into Recent Mechanization and Other Technological Changes in Industry.* [Sydney] Government Printer [1963?] Pp. 61.

A summary of the report of a New South Wales Industrial Inquiry Commission into the effects of mechanization and other technological changes in industry.

Business

5. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Planning and Organizing an Export Trade Education Program,* by Willem Winkel. Washington, GPO, 1963. Pp. 42.

A suggested curriculum for a course to teach the small businessman about the operation of foreign trade.

6. WATERLOO LUTHERAN UNIVERSITY. WATERLOO UNIVERSITY COLLEGE. DEPARTMENT OF ECONOMICS AND BUSINESS ADMINISTRATION. *International Business Management Lectures, 1962*, [Waterloo, 1963?] Pp. 70.

Sponsored in co-operation with the Canada Department of Trade and Commerce.

Partial Contents: The Export Potential for Canada, by George H. Hees. New Frontiers in Financing Canadian Export Trade, by Hugh Aitken and H. Duke Scott. Labour Costs as a Factor in Import Competition, by Robert M. Adams. Labour's Viewpoint of Imports and Exports—Are we pricing ourselves out of the Foreign Markets? By Russell Bell. The Position of the Secondary Industry in Canada's Foreign Trade, by John D. Campbell.

Collective Bargaining

7. BEAL, EDWIN, F. *The Practice of Collective Bargaining*, by Edwin F. Beal and Edward D. Wickersham. Rev. ed. Homewood, Ill., R. D. Irwin, 1963. Pp. 772.

The subject matter is under four headings: The study of collective bargaining; the practice of collective bargaining; the issues in collective bargaining; and cases in collective bargaining.

8. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Collective Agreement Provisions in Major Manufacturing Establishments, 1963*. Ottawa, 1963. Pp. 31.

A review, in tabular form, of a number of provisions of collective agreements in 361 establishments employing about 275,000 people. Some of the topics are union security, seniority, hours of work, premium pay for time worked, pay for time not worked, pay guarantees, grievances and arbitration, special provisions for women, and older and/or handicapped workers.

Disabled—Rehabilitation

9. CANADIAN CONFERENCE ON SHELTERED EMPLOYMENT, STE. ADELE, QUEBEC, 1962. [*Proceedings*] Toronto, Canadian Rehabilitation Council for the Disabled [1963?] Pp. 104.

Conference held October 1962 and sponsored by Canadian Rehabilitation Council for the Disabled.

"Sheltered employment" is a term used for employment provided for physically, mentally, emotionally and socially handicapped persons whether provided in a "workshop" or elsewhere in in the community. This volume contains six papers presented at the Conference, dealing with the provision of employment opportunities for the disabled.

10. NATIONAL INSTITUTE ON REHABILITATION AND WORKMEN'S COMPENSATION, UNIVERSITY OF MICHIGAN, 1962. *Rehabilitating the Disabled Worker, a Platform for Action; Report*. Monroe Berkowitz editor. Conducted by the National Institutes on Rehabilitation and Health Services, Inc., in co-operation with the University of Michigan and the Vocational Rehabilitation Administration. Washington, U.S. Dept. of Health, Education, and Welfare, Vocational Rehabilitation Administration, 1963. Pp. 180.

Contents: Summary Recommendations of the Institute. An Overview of Workmen's Compensation. Administrative Responsibilities of the Workmen's Compensation Agency. Litigation as a Barrier to Rehabilitation. Structuring Cash Benefits to provide Incentives for Rehabilitation. Statutory Limitations as a Barrier to Rehabilitation. Supervision of Medical Care and Rehabilitation Services. Rehabilitation Facilities and Personnel.

Economic Conditions

11. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *A Study of Industrial Growth*. New York, 1963. Pp. 55.

An "approach to the study of the structure of manufacturing industry in developing countries and a means of projection of the general trends in this sector of the economy."

12. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1962*. New York, United Nations, 1963. 2 volumes.

Contents: 1. *The Developing Countries in World Trade*. 2. *Current Economic Developments*.

Education

13. ALBERTA. UNIVERSITY. FACULTY OF EDUCATION. DIVISION OF EDUCATIONAL ADMINISTRATION. *Composite High Schools in Canada; a Study*. Edited by John H. M. Andrews and Alan F. Brown. Edmonton, Committee on Educational Research, Faculty of Education, University of Alberta, c1958. Pp. 111.

14. ARCHITECTURAL RECORD. *Schools for the New Needs: Educational, Social, Economic*. Foreword and introd. by Frank G. Lopez, senior editor. [New York] F. W. Dodge Corp., c1956. Pp. 312.

15. CAUDILL, WILLIAM WAYNE. *Toward Better School Design*. New York, F. W. Dodge Corp., 1954. Pp. 271.

16. KAY, H. *Teaching Machines and their Use in Industry*, by H. Kay, J. Annett and M. E. Sime. London, HMSO, 1963. Pp. 30.

". . . A factual account of teaching machines and what they attempt to achieve—with particular reference to industry."

17. PARMENTER, MORGAN DEWART, Ed. *You and University; a Text-Workbook of Information, Suggestions and Activities to help you make the Most of*

Present Opportunities and to assist You in planning Your Future. Toronto, Published by Crest Publishing Co. Ltd.; Distributed by the Guidance Centre, Ontario College of Education, University of Toronto, 1963. Pp. 112.

18. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *Simple Reading Material for Adults: its Preparation and Use.* Paris, 1963. Pp. 95.

". .. Intended as a working guide—a 'how to do it' manual—for those who are writing, illustrating and publishing reading materials for new literates."

19. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *World Trends in Secondary Education.* Paris, 1962. Pp. 159.

"This publication contains the Introduction and the 'international' chapters of *UNESCO's World Survey of Education: III —Secondary Education.*"

Contents: World Survey of Education, 1953-57. School-age and School-going Populations. The Progress of Secondary Education since 1930. The Trends of Educational Change. The Expansion of Secondary Education. The Transition from Primary to Secondary School Curriculum. Secondary Education Periodicals.

20. U.S. OFFICE OF EDUCATION. *Education in the United States of America.* Washington, GPO, 1960. Pp. 134.

Industrial Relations

21. INTERNATIONAL LABOUR OFFICE. *Report to the Government of Ceylon and Labour-Management Relations Training.* Geneva, 1963. Pp. 48.

ILO/TAP/Ceylon/R. 22.

At head of title: Expanded programme of technical assistance.

Concerns the visit of an expert from the International Labour Office "to advise and assist the Management Division of the Ceylon Institute of Scientific and Industrial Research in organizing and developing a labour-management relations training program and to train its staff for the purpose."

22. LABOUR-MANAGEMENT CONFERENCE ON INDUSTRIAL RELATIONS IN BRITISH COLUMBIA, UNIVERSITY OF BRITISH COLUMBIA, 1963. [*Proceedings*] Edited by J. T. Montague and S. M. Jamieson. Vancouver, Institute of Industrial Relations, University of British Columbia, 1963. Pp. 235.

Conference sponsored by the B.C. Department of Labour and held June 26-29, 1963.

On cover: British Columbia Labour Management Conference, 1963.

Partial Contents: The Nature and Character of Collective Bargaining—its Challenges, Trials, Accomplishments and Failures. The Nature and Character of Collective Bargaining in British Columbia—its Challenges, Trials, Accomplishments and Failures. The Role of Collective Bargaining Research and Statistics in Industrial Relations. Problems of Collective Bargaining in a Changing Technology—its Impact on Wages, Working Conditions and Fringe Benefits. The Growth of Third Party Power in Industrial Disputes. Ways and Means by which Labour and Industry can improve Third Party Intervention in Industrial Disputes. The Role of the International Labour Organization in Industrial Relations.

Labour Organization

23. BROTHERHOOD OF LOCOMOTIVE ENGINEERS. [*A Century of Service*] *Souvenir Program, BLE Centennial/ GIA Diamond Jubilee, Detroit, Michigan, May 5-8, 1963.* [Cleveland, 1963] Pp. 68.

An illustrated booklet about the Brotherhood of Locomotive Engineers.

24. HOFFMAN, MILES E. *A Contemporary Analysis of a Labor Union: Development, Structure, Functions; Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (AFL-CIO-CLC)* [Philadelphia?] 1962. Pp. [35].

A brief look at the history and present administration of the union.

25. HOFFMAN, MILES E. *A Contemporary Analysis of a Labor Union: Development, Structure, Functions; Grand International Brotherhood of Locomotive Engineers.* {Philadelphia?] 1963. Pp. 32.

Pamphlet dealing with the history of the union and its present administration.

26. HOFFMAN, MILES E. *A Contemporary Analysis of a Labor Union: Development, Structure, Functions; National Association of Letter Carriers of the United States of America, AFL-CIO.* [Philadelphia?] 1963. Pp. 46.

27. SEAFARERS' INTERNATIONAL UNION OF CANADA. *Statement relative to the Report of the Industrial Inquiry Commission on the Disruption of Shipping.* Montreal, 1963. Pp. 108.

28. U.S. BUREAU OF LABOR STATISTICS. *Disciplinary Powers and Procedures in Union Constitutions.* Washington, GPO, 1963. Pp. 202.

A study of the formal rules of discipline in the constitutions of 158 national and international unions in the U.S.

Labour Supply

29. INTERNATIONAL LABOUR OFFICE. *Employment Objectives and Policies.* Geneva, 1963. Pp. 232.

At head of title: PTCE/1 (1963). Report 1. International Labour Organization. Preparatory Technical Conference on Employment, Geneva, 1963.

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An analysis of the major employment problems existing in the world at the present time and some suggestions for dealing with these problems.

30. INTERNATIONAL LABOUR OFFICE. *Employment Promotion with Special Reference to Rural Areas and with Due Regard to I.L.O. Social Objectives and Standards.* Second item on the agenda. Geneva, 1962. Pp. 117.

At head of title: Report 2. International Labour Organization. Fifth Asian Regional Conference, Melbourne, 1962.

Labouring Classes

31. ADELAIDE. UNIVERSITY. SUMMER SCHOOL OF BUSINESS ADMINISTRATION. *Labour Problems in the Australian Economy.* Adelaide, Hyde Park Press, Ltd., 1963. Pp. 54.

At head of title: Eighth Summer School of Business Administration, 1963.

Contents: Wages Policy [in Australia.] Conciliation and Industrial Peace. Unemployment in Australia.

32. CANADA. DEPARTMENT OF LABOUR. *Protection under Law against Employment Discrimination.* Ottawa, Queen's Printer, 1963. Pp. 22.

Explains parts of federal and provincial legislation pertaining to employment discrimination.

33. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Check-off.* Brussels, 1963. Pp. 10.

A brief examination of the pros and cons of the check-off system.

34. LABOUR ADMINISTRATION SEMINAR FOR ENGLISH-SPEAKING PARTICIPANTS FROM AFRICAN COUNTRIES, FREETOWN, SIERRA LEONE, 1962. *Practical Problems of Labour Inspection; Report.* Geneva, International Labour Office, 1963. Pp. 297.

At head of title: ILO/TAP/AFR/R. 2. International Labour Office. Expanded programme of technical assistance.

Seminar held Freetown, Sierra Leone, November 2-15, 1962.

Discussion at the Seminar dealt with the organization, working and practical problems of services involving the inspection of labour, factories, mines, wages, etc.

35. NOVA SCOTIA. FACT-FINDING BODY RE LABOUR LEGISLATION. *Report.* [*Halifax?*] 1962. Pp. 163.

Judge Alexander H. McKinnon, Fact-finding Body.

The Fact-finding Body was set up to study labour legislation in Nova Scotia and in other provinces; to obtain the opinions of experts regarding the effectiveness of this legislation in protecting the interests of the employer, employee, unions, and the public; and to consider just how much industrial peace was promoted by the labour legislation.

Noise

36. GREAT BRITAIN. COMMITTEE ON THE PROBLEM OF NOISE. *Noise; Final Report.* London, HMSO, 1963. Pp. 235.

Sir Alan Wilson, chairman.

The Committee's assignment was "to examine the nature, sources and effects of the problem of noise and to advise what further measures can be taken to mitigate it." The Committee examined the general effects of noise, the laws relating to it in Great Britain, and different types of noises, such as noise in towns, in buildings, from motor vehicles, trains, aircraft, building construction, etc.

37. GREAT BRITAIN. MINISTRY OF LABOUR. *Noise and the Worker.* London, HMSO, 1963. Pp. 19.

About noise and its reduction.

Occupations

38. ASSOCIATION OF PART-TIME SOCIAL WORKERS. *Part-time Employment, and Some Aspects of Recruitment and Training in Social Work, an Enquiry in London* [by] Helene Curtis [and] Phyllis Willmott. London [1962] Pp. 18.

A report of interviews with 39 people in voluntary agencies, government departments, professional associations, universities and employment agencies in the London area to determine the need for part-time social workers. Examines such questions as the employer and the part-time worker, recruitment and training requirements, and the need for a Social Work Advisory Centre.

39. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Technicians in Science and Engineering.* Ottawa, Queen's Printer, 1963. Pp. 81.

Contents: Nature of the Work. Fields of Work. Preparation and Training. Personal Qualities Needed. Advancement. Earnings. Organizations. Employment Outlook. Seeking Employment. Includes a list of educational establishments and of typical occupations.

40. U.S. BUREAU OF LABOUR STATISTICS. *Occupational Outlook Handbook; Employment Information on Major Occupations for Use in Guidance.* [6th ed.] Washington, GPO, 1963. Pp. 792.

Contains brief descriptions of almost 700 occupations. Information is provided for each one on the nature of work, where employed, training and other qualifications, employment outlook, earnings and working conditions, and where to go for more information.

Unemployment

41. HABER, WILLIAM. *The Impact of Technological Change, the American Experience,* by William Haber, Louis A. Ferman [and] James R. Hudson. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 62.

A summary and appraisal of the findings of 17 studies dealing with the adjustment to job displacement in the U.S. between 1929 and 1961.

42. ILLINOIS. GOVERNOR'S COMMITTEE ON UNEMPLOYMENT. *Report.* Springfield, 1963. 1 volume (various pagings).

Contents: The Unemployed. Manpower and Natural Resources. Economic Growth and the Demand for Labour. Education and Training, Cornerstone. Guidance and Counseling. Bringing Worker and Job together. The Unequal Job Opportunity. The Communication Gap. Income for the Unemployed. Work Programs. Recommendations.

Wages and Hours

43. THOLE, HENRY C. *Are Wages High in Detroit?* By Henry C. Thole and Harold C. Taylor. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 86.

A comparison of wages by industry and occupation between Detroit and New York, Los Angeles, Chicago, and Cleveland.

44. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for the United States, 1909-62. Based on the 1957 Standard Industrial* Pp. 632.

Women

45. CANADA. WOMEN'S BUREAU. *Day Care Services for Children of Working Mothers.* [Ottawa] 1964. Pp. 11, 2.

Women's Bureau Bulletin No. 11, January 1964.

46. EYDE, LORRAINE DITTRICH. *Work Values and Background Factors as Predictors of Women's Desire to work.* Columbus, Bureau of Business Research, College of Commerce and Administration, Ohio State University, 1962. Pp. 88.

The information in this report is based on a study of students and alumnae of Jackson College, a division of Tufts University in Medford, Mass., of the classes of 1953 and 1958. The study looked into the family backgrounds, work motivations, and some of the attitudes of these women.

47. STERN, MADELEINE BETTINA. *We the Women; Career Firsts of Nineteenth-Century America.* Wood engravings by John Depol. New York, Schulte Pub. Co., 1963 [i.e. 1962] Pp. 403.

Contains 14 short biographies of women who were pioneers in their fields: the arts, science and technology, the professions and trades, and business and industry.

Miscellaneous

48. ALBERTA. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Drayton Valley.* Rev. September 1963. Edmonton, Dept. of Industry and Development, 1963. Pp. 12.

49. *The Atlantic Provinces Statistical Review.* 3d ed. [Halifax] Atlantic Provinces Economic Council, 1963. Pp. 90.

50. DAWSON, ROBERT MacGREGOR. *The Government of Canada.* 4th ed. revised by Norman Ward. Toronto, University of Toronto Press, 1963. Pp. 610.

This book consists of seven parts: 1. Constitutional Development. 2. The Constitution. 3. The Executive. 4. The Administration. 5. The Legislature. 6. The Judiciary. 7. Political Parties.

51. *Mathematics and the Social Sciences; the Utility and Inutility of Mathematics in the Study of Economics, Political Science, and Sociology.* A Symposium, sponsored by the American Academy of Political and Social Science. Edited by James C. Charlesworth. Philadelphia, American Academy of Political and Social Science, 1963. Pp. 121.

52. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Pretesting Advertising,* by Harry Deane Wolfe [and others] New York, 1963. Pp. 212.

Presents the results of a two-year study of the pre-testing practices of many American and Canadian advertisers, advertising agencies, and research firms. Describes and evaluates the basic methods used to determine the probable effectiveness of advertising before money is spent on media. Includes case studies.

53. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Production and Export of Mechanical and Electrical Engineering Goods.* Geneva, United Nations, 1963. Pp. 175, 17.

Contents: Mechanical and Electrical Engineering within the Framework of an Industrial Economy. Production and Imports of Machinery in Non-European Countries. General Aspects of World Trade in Machinery. The Product Pattern of Machinery Exports by Main Suppliers, 1957 to 1959. Geographical Distribution of Machinery Exports, 1957 to Broad Outline of Internationad Trade in Machinery in 1960.

54. U.S. BUREAU OF LABOR STATISTICS. *Injuries and Accident Causes in Sawmills.* Washington, GPO, 1963. Pp. 90.

55. U.S. BUREAU OF LABOR STATISTICS. *Prices: a Chartbook, 1953-62.* Supplement September 1963. Bulletin no. 1351-1. Washington, GPO, 1963. Pp. 60.

56. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Manpower Utilization in the Federal Government. Hearings before the Subcommittee on Manpower Utilization of the Committee on Post Office and Civil Service, House of Representatives, Eighty-*

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seventh Congress, Second Session . . . Washington, GPO, 1962. Pp. 450.

Hearings held Feb. 6-Apr. 11, 1962.

These hearings dealt with manpower programs and management improvement projects of the departments and agencies of the U.S. Federal Government.

57. U.S. INTERNAL REVENUE SERVICE. DATA PROCESSING SYSTEMS DIVISION. *Systems and Procedures, a Notebook for the Systems Man.* Washington, GPO, 1963. Pp. 42.

Outlines a "plan of action for carrying out the basic objectives of the organization."

McGill's Industrial Relations Conference Coming June 8 and 9

The McGill University's 16th annual Industrial Relations Conference will be held in Montreal on June 8 and 9.

Hon. Allan J. MacEachen, Minister of Labour, will be the speaker at the conference dinner, and J. P. Francis, Director of the Economics and Research Branch, will address the opening session.

Mr. MacEachen's topic will be "Government Manpower and Employment Policy in Canada." Mr. Francis's will be "The Unemployment Problem."

The afternoon session on the first day will be addressed by Pierre-Paul Proulx, McGill University, whose subject will be "The Structural Controversy in the Canadian Context," and by Dr. John H. G. Crispo, School of Business, University of Toronto, will speak on "Manpower Implications."

On the second day, Dr. Harry G. Johnson, University of Chicago, will give an address in the morning on "Employment Theory and Public Policy in the North American Context." The afternoon session will be occupied with a symposium in which three speakers—labour, management and government—will take part under the chairmanship of Hon. Eric Kierans, Quebec Minister of Revenue.

The labour view will be presented by Harry Crowe, Canadian Brotherhood of Railway, Transport and General Workers; the management view by Robert Moyse, Aluminum Company of Canada; and the government view by Dr. John J Deutsch, Chairman of the Economy Council of Canada.

After the symposium, those who have presented papers during the conference will join in a discussion.

Kaiser Long-Range Sharing Plan

Parties to the Kaiser Steel Long-Range Sharing Plan (L.G., Feb., p. 101) are well pleased with its first year of operation, it has been reported.

Cost reductions for the period March 1963 to February 1964 came to more than $10.5 million, of which $3.8 million was passed along to the employees.

Average payments ranged from a high of 66 cents an hour in April 1963, the plan's first month, to a low of 20 cents an hour in January and February 1964. They added up to a total for the year of $775 per employee, or approximately 16 per cent of base pay.

The Kaiser plan provides that 32½ per cent of any savings effected in the use of materials and supplies, and from increased labour productivity, goes to employees on incentive who voluntarily switch to the new arrangement. The number of participating employees has grown from 3,930 in February 1963 to 5,000 in February 1964.

Miss Dora Edith Cross, who served with the Department of Labour from 1928 until her retirement in 1959, died on February 2 at the age of 70 years, the LABOUR GAZETTE has learned. On joining the Department as a Junior Industrial Research Clerk in 1928, Miss Cross became responsible for developing the Press Clipping Service of the Department. She later became supervisor of the service, the position she held until her retirement. Miss Cross was a graduate of Queen's University, Kingston.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 21, 1964

(estimates in thousands)

Source: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,729	584	1,916	2,481	1,122	626
Men	4,810	433	1,381	1,734	817	445
Women	1,919	151	535	747	305	181
14—19 years	589	59	189	194	99	48
20—24 years	877	92	302	278	138	67
25—44 years	3,020	235	868	1,140	490	287
45—64 years	2,028	180	507	779	355	207
65 years and over	215	18	50	90	40	17
Employed	6,273	508	1,745	2,376	1,063	581
Men	4,415	362	1,227	1,649	765	412
Women	1,858	146	518	727	298	169
Agriculture	557	37	113	136	256	15
Non-agriculture	5,716	471	1,632	2,240	807	566
Paid Workers	5,195	420	1,482	2,050	736	507
Men	3,512	287	1,006	1,381	484	354
Women	1,683	133	476	669	252	153
Unemployed	456	76	171	105	59	45
Men	395	71	154	85	52	33
Women	61	*	17	20	*	12
Persons not in the Labour Force	5,925	695	1,729	1,928	1,025	548
Men	1,472	204	416	438	267	147
Women	4,453	491	1,313	1,490	758	401

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED MARCH 21, 1964, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,654	1,982	3,621	1,015	3,747	935	1,354
Labour Force	6,729	589	3,469	849	942	668	215
Employed	6,273	513	3,259	729	921	649	202
Unemployed	456	76	210	117	21	19	13
Not in labour force	5,925	1,393	152	169	2,805	267	1,139
Participation rate[2]							
1964, March 21	53.2	29.7	95.8	83.3	25.1	71.4	15.9
February 22	53.0	30.1	95.7	83.3	24.6	70.3	15.6
Unemployment rate[3]							
1964, March 21	6.8	12.9	6.1	13.8	2.2	2.8	6.0
February 22	7.0	13.1	6.2	14.2	2.2	3.4	5.7

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED MARCH 21, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	March 1964	February 1964	March 1963
Total unemployed	456	467	549
On temporary layoff up to 30 days	30	29	38
Without work and seeking work	426	438	511
Seeking full-time work	409	423	494
Seeking part-time work	17	15	17
Seeking under 1 month	82	86	92
Seeking 1-3 months	165	213	190
Seeking 4-6 months	121	89	161
Seeking more than 6 months	58	50	68

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

(Revised)

Year and Month	Monthly Totals			Quarterly Totals						
	Mining	Manufacturing	Transportation, Storage and Communication	Forestry	Construction	Public utilities	Trade	Finance and Services (including Government)	Supplementary Labour income	Totals
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
January	46.6	475.6	158.7							1,686.8
February	46.8	479.6	157.8	63.8	276.8	95.4	731.3	1,590.6	210.9	1,678.5
March	46.0	484.9	156.5							1,692.9
April	45.8	494.0	160.9							1,726.6
May	47.9	504.9	165.7	66.7	349.3	100.3	763.1	1,652.9	215.8	1,789.4
June	48.3	513.6	169.9							1,843.2
July	49.0	500.1	172.4							1,815.8
August	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September	49.1	522.9	172.5							1,889.2
October	48.7	522.4	172.8							1,879.6
November	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December	48.0	516.7	166.6							1,824.6
*January	48.3	519.4	169.2							1,817.7
Seasonally Adjusted										
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
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1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
January	47.2	490.1	163.5							1,755.2
February	47.6	491.6	163.5	74.2	350.5	98.1	749.7	1,604.8	214.1	1,747.6
March	47.1	494.2	163.7							1,755.0
April	47.5	496.7	164.8							1,766.3
May	47.5	499.2	164.7	77.8	347.8	100.2	762.6	1,624.4	215.6	1,773.0
June	47.3	499.8	165.3							1,780.4
July	47.5	499.1	165.2							1,784.6
August	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September	48.3	508.7	168.7							1,818.9
October	48.5	513.9	170.2							1,834.1
November	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December	48.7	531.2	171.7							1,869.8
*January	48.9	535.3	174.0							1,892.1

*Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at January 1964 employers in the principal non-agricultural industries reported a total employment of 2,947,132. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	117.8	78.19
1961	118.1	181.8	78.11	108.9	183.9	80.73
1962	121.5	187.5	80.55	113.3	189.2	83.17
1963	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
January	117.8	190.6	81.80	111.6	193.5	85.09
February	117.4	192.9	82.87	112.2	194.2	85.41
March	117.7	193.1	82.96	112.8	195.5	85.95
April	119.3	194.4	83.53	113.7	197.2	86.72
May	123.6	194.8	83.69	116.3	197.4	86.80
June	127.5	194.7	83.64	118.9	196.2	86.29
July	127.7	193.8	83.27	116.9	194.0	85.30
August	130.2	193.9	83.28	120.0	194.4	85.47
September	130.3	196.0	84.22	120.3	197.2	86.71
October	129.4	197.0	84.65	119.3	198.8	87.43
November	128.6	197.0	84.61	118.6	200.7	88.24
December*	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January	123.3	197.8	84.99	116.9	201.6	88.64

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Jan. 1964	Dec. 1963	Jan. 1963	Jan. 1964	Dec. 1963	Jan. 1963
				$	$	$
Provinces						
Newfoundland	126.3	131.6	119.0	76.29	74.68	73.46
Prince Edward Island	117.8	123.2	106.2	62.73	59.70	62.03
Nova Scotia	94.7	96.6	90.1	70.98	65.98	68.56
New Brunswick	104.3	106.4	100.0	71.62	68.82	67.80
Quebec	122.5	124.5	117.6	82.43	79.09	79.51
Ontario	126.8	128.2	121.1	88.46	84.82	85.19
Manitoba	111.5	113.3	106.1	77.71	76.01	75.44
Saskatchewan	122.0	127.9	113.8	79.98	78.98	77.50
Alberta (including Northwest Territories)	157.8	158.9	152.3	85.31	82.81	83.11
British Columbia (including Yukon)	117.8	119.5	111.7	91.35	87.70	88.49
Canada	**123.3**	**125.1**	**117.9**	**84.98**	**81.64**	**82.01**
Urban areas						
St. John's	140.9	144.8	138.6	63.48	62.01	61.24
Sydney	77.6	80.4	78.6	85.97	79.02	82.78
Halifax	130.0	132.3	125.5	72.44	68.85	69.78
Moncton	100.6	105.5	98.9	66.67	64.09	63.45
Saint John	111.7	118.0	115.5	71.03	67.19	68.38
Chicoutimi—Jonquiere	113.1	113.4	102.6	100.42	99.98	99.37
Quebec	121.6	121.8	117.4	72.41	69.27	70.91
Sherbrooke	115.8	116.8	109.3	71.84	68.01	69.98
Shawinigan	98.1	98.2	79.9	91.63	87.61	88.05
Three Rivers	114.0	118.9	110.7	77.18	74.24	73.78
Drummondville	91.4	90.2	82.3	68.03	64.90	67.42
Montreal	129.1	129.8	123.9	84.02	80.36	81.08
Ottawa-Hull	134.7	137.7	129.9	78.96	76.14	75.96
Kingston	126.6	125.4	115.0	83.61	80.71	80.24
Peterborough	102.3	103.6	93.7	92.43	91.54	91.39
Oshawa	223.7	223.6	198.4	115.01	101.40	105.53
Toronto	142.6	143.8	136.5	88.85	85.27	85.56
Hamilton	118.2	119.0	112.9	92.50	89.44	90.77
St. Catharines	118.8	117.5	110.2	101.32	92.17	95.98
Niagara Falls	90.8	91.8	92.9	87.68	86.15	85.08
Brantford	89.8	89.0	85.0	81.21	77.55	78.71
Guelph	128.9	129.0	125.9	78.56	74.52	74.92
Galt	125.5	126.2	116.7	78.15	71.56	75.30
Kitchener	145.6	146.9	133.3	79.75	70.73	76.61
Sudbury	122.3	123.6	125.4	95.55	97.66	92.34
Timmins	85.6	86.7	87.0	75.80	74.04	75.09
London	141.3	141.2	135.0	80.11	74.75	76.93
Sarnia	131.6	132.6	125.7	109.58	103.84	107.06
Windsor	82.2	81.8	73.2	98.09	97.61	91.06
Sault Ste. Marie	145.7	151.4	137.0	107.95	107.13	150.42
Fort William-Port Arthur	102.3	108.7	98.1	82.46	81.57	81.36
Winnipeg	113.4	115.1	108.3	74.89	72.61	72.36
Regina	145.1	151.5	132.0	79.02	77.33	76.64
Saskatoon	139.5	143.1	128.2	74.62	72.78	71.56
Edmonton	201.9	205.9	195.1	78.87	76.11	77.42
Calgary	180.3	181.0	173.1	84.30	82.34	80.59
Vancouver	119.1	120.9	112.2	90.41	87.33	87.21
Victoria	120.9	125.5	115.0	81.99	80.48	81.64

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Jan. 1964	Dec. 1963	Jan. 1963	Jan. 1964	Dec. 1963	Jan. 1963
				$	$	$
Mining	**112.5**	**112.4**	**112.7**	**105.80**	**101.34**	**102.22**
Metal mining	124.5	124.1	126.4	104.72	102.54	101.52
Gold	64.3	64.3	66.8	86.72	83.89	83.84
Other metal	180.4	179.6	181.9	110.68	108.74	107.56
Fuels	87.8	86.2	86.8	112.68	107.17	109.74
Coal	39.7	39.6	39.9	84.35	76.06	83.01
Oil and natural gas	283.0	274.9	278.0	128.78	125.38	125.39
Non-metal	131.3	136.7	127.1	96.85	85.53	90.26
Manufacturing	**116.9**	**115.9**	**111.6**	**88.61**	**84.67**	**85.12**
Durable goods	123.9	122.7	117.0	95.54	91.11	91.85
Non-durable goods	111.1	110.2	107.0	82.15	78.66	78.97
Food and beverages	107.4	107.8	105.0	78.28	75.75	75.47
Meat products	131.3	130.9	128.4	85.49	83.46	83.01
Canned and preserved fruits and vegetables	84.6	85.0	83.5	69.85	61.36	67.31
Grain mill products	94.9	94.2	95.6	86.81	84.72	82.87
Bread and other bakery products	109.5	110.7	108.7	73.13	74.06	70.24
Distilled and malt liquors	91.0	93.1	88.1	108.70	107.55	105.71
Tobacco and tobacco products	106.7	99.5	109.6	80.23	77.31	75.08
Rubber products	113.1	112.0	107.5	91.62	82.54	88.50
Leather products	89.8	88.0	90.1	60.86	53.16	58.56
Boots and shoes (except rubber)	94.5	92.7	97.3	59.30	50.65	56.86
Other leather products	81.3	79.5	77.1	64.16	58.48	62.45
Textile products (except clothing)	87.9	87.6	82.3	71.15	66.38	67.84
Cotton yarn and broad woven goods	76.4	76.4	72.9	68.90	63.24	63.08
Woollen goods	64.7	65.7	62.1	64.76	59.71	63.08
Synthetic textiles and silk	104.1	103.5	93.8	77.85	74.96	74.95
Clothing (textile and fur)	99.0	94.4	93.6	55.56	47.62	53.36
Men's clothing	102.9	99.5	98.0	54.88	46.69	51.99
Women's clothing	109.9	100.9	102.3	56.84	46.81	55.18
Knit goods	75.7	73.9	72.4	55.24	48.73	52.95
Wood products	112.0	110.6	104.4	75.90	69.68	72.82
Saw and planing mills	115.1	113.5	106.2	78.21	72.26	74.85
Furniture	121.9	120.7	115.2	73.40	66.27	70.75
Other wood products	77.3	76.2	74.4	66.11	60.57	64.45
Paper products	126.2	128.3	122.3	102.36	101.60	98.00
Pulp and paper mills	126.1	129.0	122.0	110.35	112.39	105.66
Other paper products	126.4	126.4	122.9	83.24	75.15	79.79
Printing, publishing and allied industries	125.8	125.7	124.2	96.13	92.97	91.94
Iron and steel products	114.8	113.8	110.2	99.35	94.18	96.59
Agricultural implements	71.3	68.9	69.7	107.51	96.59	105.22
Fabricated and structural steel	140.8	138.9	146.9	99.92	95.81	96.02
Hardware and tools	118.5	118.5	110.6	88.35	82.63	85.26
Heating and cooking appliances	103.8	100.2	103.5	87.44	80.25	83.15
Iron castings	105.0	102.7	95.4	95.85	85.40	91.33
Machinery, industrial	136.8	135.3	130.9	96.90	91.53	92.64
Primary iron and steel	133.0	132.9	123.9	113.92	111.99	111.40
Sheet metal products	116.6	113.0	111.1	95.43	87.90	92.61
Wire and wire products	119.7	120.3	112.0	88.39	95.53	96.20
Transportation equipment	125.6	122.9	114.3	105.86	101.80	99.82
Aircraft and parts	249.2	245.8	231.5	106.88	102.19	100.68
Motor vehicles	143.5	140.8	121.3	122.92	123.04	118.23
Motor vehicle parts and accessories	150.7	147.0	125.4	105.71	97.32	98.33
Railroad and rolling stock equipment	56.4	56.0	53.7	90.75	89.16	85.52
Shipbuilding and repairing	140.9	134.6	150.1	91.41	83.28	88.36
Non-ferrous metal products	126.9	126.2	120.6	99.87	98.43	95.83
Aluminum products	140.7	142.3	133.4	96.68	92.08	92.83
Brass and copper products	111.9	110.8	102.6	98.50	90.17	91.93
Smelting and refining	135.4	135.0	131.0	109.14	112.24	105.04
Electrical apparatus and supplies	156.1	155.8	150.7	92.71	89.87	90.49
Heavy electrical machinery	116.6	116.4	113.5	99.48	97.57	97.68
Telecommunication equipment	278.4	280.9	275.4	89.11	86.52	86.79
Non-metallic mineral products	142.5	143.9	137.6	93.09	88.25	88.91
Clay products	78.4	81.2	80.4	83.11	77.15	82.40
Glass and glass products	166.6	169.8	164.6	91.65	88.98	88.09
Products of petroleum and coal	137.2	137.5	132.4	129.21	130.60	125.03
Petroleum refining and products	140.5	140.5	135.2	129.96	131.54	125.87
Chemical products	135.2	134.1	128.1	104.00	102.60	100.77
Medicinal and pharmaceutical preparations	125.5	124.5	122.1	93.16	91.06	88.44
Acids, alkalis and salts	152.9	152.6	136.6	115.96	117.29	113.83
Other chemical products	133.3	132.1	127.5	103.19	101.21	100.35
Miscellaneous manufacturing industries	154.9	152.7	144.3	78.39	74.67	75.14
Construction	**108.9**	**111.6**	**103.3**	**92.21**	**79.42**	**87.53**
Building and general engineering	113.3	110.7	102.8	98.26	81.64	93.57
Highways, bridges and streets	101.6	113.2	104.0	81.17	75.87	77.70
Electrical and motor transportation	**144.3**	**145.3**	**139.6**	**89.90**	**87.23**	**86.00**
Service	**166.9**	**166.9**	**152.7**	**60.13**	**59.24**	**58.44**
Hotels and restaurants	142.9	144.2	130.3	45.97	45.67	44.45
Laundries and dry cleaning plants	140.5	140.0	131.7	52.73	51.53	50.65
Industrial composite	**123.3**	**125.1**	**117.9**	**84.98**	**81.64**	**82.01**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

—	Average Hours Worked			Average Hourly Earnings*		
	Jan. 1964	Dec. 1963	Jan. 1963	Jan. 1964	Dec. 1963	Jan. 1963
				$	$	$
Newfoundland	38.0	36.1	37.9	1.82	2.10	1.79
Nova Scotia	40.0	36.2	40.1	1.74	1.78	1.69
New Brunswick	41.6	38.0	40.6	1.75	1.85	1.65
Quebec	42.0	38.0	41.6	1.78	1.81	1.71
Ontario	41.3	38.4	40.9	2.10	2.11	2.03
Manitoba	40.2	37.6	39.6	1.81	1.84	1.77
Saskatchewan	38.8	37.6	37.6	2.06	2.08	2.05
Alberta (includes Northwest Territories)	39.8	38.6	39.2	2.04	2.06	2.00
British Columbia (includes Yukon Territory)	37.8	35.4	37.7	2.42	2.43	2.34

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—January	40.7	1.92	78.26	187.5	141.9
February	40.7	1.93	78.45	187.9	142.3
March	40.9	1.93	79.01	189.3	143.1
April	41.0	1.95	80.05	191.8	145.0
May	41.2	1.95	80.25	192.3	144.8
June	40.9	1.94	79.64	190.8	142.9
July	40.7	1.93	78.38	187.8	140.2
August	40.9	1.93	78.82	188.8	141.6
September	41.3	1.94	80.29	192.4	144.0
October	41.4	1.96	80.93	193.9	144.7
November	41.5	1.98	81.91	196.2	146.2
December*	38.0	2.02	76.53	183.3	136.6
1964—January†	41.1	1.99	81.91	196.2	145.9

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1964	Dec. 1963	Jan. 1963	Jan. 1964	Dec. 1963	Jan. 1963	Jan. 1964	Dec. 1963	Jan. 1963
				$	$	$	$	$	$
Mining	**42.7**	**40.2**	**42.6**	**2.27**	**2.28**	**2.21**	**97.15**	**91.67**	**94.16**
Metal mining	42.4	41.0	42.5	2.33	2.35	2.25	98.84	96.34	95.84
Gold	43.9	41.5	43.8	1.84	1.86	1.77	80.82	77.07	77.61
Other metal	41.9	40.7	42.0	2.51	2.53	2.44	105.20	103.16	102.59
Fuels	43.9	40.1	44.1	2.17	2.16	2.14	95.46	86.72	94.19
Coal	43.6	39.2	44.2	1.92	1.87	1.85	83.64	73.46	81.84
Oil and natural gas	44.4	41.3	44.0	2.53	2.56	2.52	112.23	105.72	110.81
Non-metal	42.5	37.2	41.3	2.16	2.10	2.09	91.86	77.95	86.31
Manufacturing	**41.1**	**38.0**	**40.7**	**1.99**	**2.02**	**1.92**	**81.91**	**76.53**	**78.26**
Durable goods	41.7	38.8	41.2	2.16	2.16	2.09	90.03	83.87	86.01
Non-durable goods	40.6	37.2	40.2	1.82	1.87	1.76	73.94	69.31	70.78
Food and beverages	40.2	37.6	39.7	1.77	1.78	1.71	71.17	67.02	67.95
Meat products	39.7	38.5	39.5	2.01	2.02	1.97	79.60	77.72	77.69
Canned and preserved fruits and vegetables	40.7	32.4	39.3	1.49	1.49	1.45	60.76	48.21	57.07
Grain mill products	42.7	41.4	40.5	1.92	1.91	1.84	81.84	79.19	74.44
Bread and other bakery products	41.0	41.0	40.9	1.65	1.67	1.58	67.72	68.55	64.53
Distilled liquors	40.7	40.1	40.2	2.36	2.28	2.28	96.16	91.67	91.68
Malt liquors	38.2	38.8	39.1	2.56	2.50	2.45	98.00	97.01	95.65
Tobacco and tobacco products	38.5	33.3	40.1	1.91	2.08	1.73	73.76	69.25	69.43
Rubber products	42.2	36.2	42.2	2.03	2.02	1.97	85.56	73.11	82.96
Leather products	41.5	35.0	41.3	1.36	1.35	1.31	56.23	47.42	53.94
Boots and shoes (except rubber)	41.6	34.5	41.4	1.32	1.30	1.26	54.79	45.02	52.10
Other leather products	41.1	36.0	41.1	1.44	1.46	1.42	59.34	52.62	58.22
Textile products (except clothing)	42.8	39.1	42.3	1.51	1.51	1.45	64.51	59.03	61.18
Cotton yarn and broad woven goods	42.7	38.4	40.0	1.53	1.53	1.46	65.22	58.81	58.53
Woollen goods	42.4	38.6	42.9	1.39	1.38	1.34	59.00	53.18	57.38
Synthetic textiles and silk	43.6	40.5	44.0	1.61	1.64	1.54	70.18	66.31	67.88
Clothing (textile and fur)	39.1	32.5	38.7	1.30	1.28	1.25	50.80	41.52	48.45
Men's clothing	39.3	32.4	38.7	1.29	1.28	1.24	50.83	41.63	48.06
Women's clothing	37.4	29.8	37.1	1.39	1.35	1.35	52.14	40.25	49.97
Knit goods	41.4	35.7	41.2	1.21	1.20	1.17	49.97	42.74	48.15
*Wood products	41.2	37.1	40.8	1.75	1.75	1.69	72.18	65.12	69.08
Saw and planing mills	40.4	36.6	39.8	1.87	1.87	1.81	75.57	68.47	72.21
Furniture	42.5	38.2	42.6	1.60	1.60	1.53	67.98	61.05	62.36
Other wood products	43.0	37.9	42.5	1.41	1.41	1.37	60.43	53.23	58.48
Paper products	41.3	39.4	40.5	2.32	2.42	2.25	95.92	95.51	91.24
Pulp and paper mills	41.4	40.7	40.4	2.51	2.62	2.44	103.74	106.78	98.56
Other paper products	40.9	35.7	40.7	1.84	1.81	1.76	75.19	64.67	71.80
Printing, publishing and allied industries	38.6	37.5	38.4	2.46	2.41	2.36	95.01	90.52	90.66
*Iron and steel products	41.6	38.6	41.2	2.28	2.27	2.22	95.07	87.55	91.51
Agricultural implements	41.9	37.0	41.8	2.40	2.36	2.36	100.62	87.06	98.47
Fabricated and structural steel	41.5	39.0	40.4	2.21	2.18	2.18	91.69	85.03	88.00
Hardware and tools	43.2	40.2	42.7	1.93	1.88	1.85	83.33	75.68	78.80
Heating and cooking appliances	40.3	36.1	40.0	1.94	1.92	1.88	78.32	69.28	75.39
Iron castings	42.3	36.5	41.6	2.19	2.17	2.11	92.43	79.05	87.57
Machinery, industrial	42.4	39.3	42.1	2.15	2.13	2.07	91.12	83.82	86.96
Primary iron and steel	40.8	40.0	40.4	2.68	2.68	2.63	109.45	107.38	106.55
Sheet metal products	40.9	36.9	40.9	2.19	2.15	2.12	89.47	79.32	86.59
Wire and wire products	42.7	40.9	41.7	2.21	2.20	2.18	94.64	89.85	90.97
*Transportation equipment	42.4	39.9	41.6	2.37	2.37	2.28	100.47	94.35	94.83
Aircraft and parts	42.3	40.1	41.7	2.31	2.28	2.19	97.76	91.23	91.48
Motor vehicles	44.1	42.1	44.3	2.64	2.67	2.56	116.57	112.44	113.58
Motor vehicle parts and accessories	43.4	39.7	42.1	2.34	2.31	2.23	101.70	91.70	93.70
Railroad and rolling stock equipment	40.4	40.1	39.2	2.20	2.19	2.13	88.91	87.74	83.57
Shipbuilding and repairing	39.9	35.4	39.7	2.24	2.24	2.19	89.53	79.37	86.97
*Non-ferrous metal products	41.3	39.8	40.7	2.26	2.31	2.18	93.44	91.90	88.78
Aluminum products	42.0	39.4	40.9	2.05	2.02	1.98	86.20	79.34	81.17
Brass and copper products	43.2	39.3	41.5	2.20	2.13	2.10	94.94	83.87	87.02
Smelting and refining	40.5	40.6	40.2	2.52	2.61	2.43	102.21	106.14	97.70
*Electrical apparatus and supplies	40.7	38.8	40.9	1.98	1.97	1.93	80.54	76.54	78.91
Heavy electrical machinery and equipment	40.8	39.5	41.2	2.19	2.20	2.15	89.57	86.95	88.67
Telecommunication equipment	39.4	38.0	40.1	1.80	1.78	1.73	70.71	67.66	69.50
Refrigerators, vacuum cleaners and appliances	40.5	37.8	40.7	2.01	2.03	2.00	81.32	76.62	81.35
Wire and cable	42.4	39.3	42.7	2.20	2.18	2.16	93.33	85.91	92.45
Miscellaneous electrical products	41.3	39.2	40.7	1.89	1.86	1.83	77.93	73.10	74.30
*Non-metallic mineral products	42.5	39.1	41.7	2.03	2.04	1.97	86.55	79.74	82.28
Clay products	41.9	38.4	41.8	1.82	1.80	1.81	76.36	68.95	75.41
Glass and glass products	41.7	39.9	41.2	2.07	2.07	1.99	86.44	82.64	81.93
Products of petroleum and coal	41.5	41.8	41.7	2.78	2.84	2.72	115.16	118.67	113.36
Petroleum refining and products	41.5	41.8	41.7	2.80	2.87	2.74	116.20	119.89	114.49
Chemical products	40.9	40.2	40.9	2.22	2.23	2.13	90.97	89.74	87.34
Medicinal and pharmaceutical preparations	40.0	38.8	39.8	1.74	1.72	1.67	69.64	66.54	66.24
Acids, alkalis and salts	40.9	40.6	41.3	2.54	2.62	2.45	103.87	106.31	101.00
Miscellaneous manufacturing industries	41.5	38.4	41.4	1.64	1.64	1.58	68.15	62.95	65.60
Professional and scientific equipment	41.6	39.0	40.9	2.00	2.00	1.91	83.32	77.96	77.93
Construction	**40.0**	**32.8**	**39.1**	**2.23**	**2.17**	**2.14**	**89.31**	**71.19**	**83.56**
Building and general engineering	39.4	30.6	38.6	2.41	2.40	2.32	95.22	73.29	89.66
Highways, bridges and streets	41.3	37.1	40.1	1.85	1.81	1.79	76.27	67.09	71.60
Electric and motor transportation	**43.6**	**42.2**	**43.2**	**2.06**	**2.05**	**1.99**	**89.68**	**86.55**	**85.99**
Service	**37.0**	**36.5**	**37.5**	**1.18**	**1.18**	**1.13**	**43.72**	**43.17**	**42.40**
Hotels and restaurants	36.6	36.6	37.4	1.15	1.16	1.09	42.19	42.29	40.62
Laundries and dry cleaning plants	39.4	37.3	39.2	1.11	1.10	1.06	43.57	41.22	41.75

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
March, 1959	11,740	13,399	25,139	611,941	169,625	781,566
March, 1960	10,402	11,830	22,232	652,107	182,883	834,990
March, 1961	9,927	11,387	21,314	683,034	180,982	864,016
March, 1962	15,184	15,359	30,543	579,641	158,342	737,983
March, 1963	16,085	16,459	32,544	584,889	158,307	743,196
April, 1963	24,675	20,458	45,133	502,327	149,907	652,234
May, 1963	22,865	21,723	44,588	341,869	130,084	471,953
June, 1963	23,271	21,726	44,997	261,541	127,631	389,172
July, 1963	22,720	19,096	41,816	241,035	122,350	363,385
August, 1963	25,610	23,933	49,543	208,509	106,482	314,991
September, 1963	24,950	22,037	46,987	187,793	99,162	286,955
October, 1963	24,210	20,861	45,071	219,966	106,320	326,286
November, 1963	30,090	22,737	52,827	285,688	117,689	403,377
December, 1963	18,913	15,351	34,264	432,390	131,532	563,922
January, 1964	19,737	15,658	35,395	498,726	153,661	652,387
February, 1964(1)	18,323	17,154	35,477	508,125	154,378	662,503
March, 1964(1)	23,470	18,809	42,279	511,312	149,300	660,612

(1)Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, FEBRUARY 1963-FEBRUARY 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—February	211,442	75,073	47,295	31,852	39,378	23,755
1963—March	209,852	73,346	54,427	35,090	42,942	24,990
April	210,392	81,258	77,524	39,149	58,986	26,378
May	215,307	90,643	100,832	45,049	88,778	32,272
June	210,727	96,469	77,847	43,687	67,482	34,041
July	235,602	110,746	86,824	50,519	73,561	41,398
August	198,464	94,109	87,258	54,999	70,874	41,013
September	208,088	93,497	99,517	48,816	87,392	38,693
October	240,358	99,236	92,448	44,154	75,313	30,894
November	279,655	102,499	90,258	39,410	73,086	27,230
December	361,520	102,561	67,736	39,222	65,920	38,947
1964—January	291,457	R106,810	61,876	34,850	49,017	24,454
February(1)	214,467	78,941	55,008	32,358	44,376	22,297

(1)Preliminary—Subject to revision.

R-Revised.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING FEBRUARY 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from February 1963
Agriculture, Fishing, Trapping	**601**	**58**	**659**	**− 1,670**
Forestry	**1,659**	**25**	**1,684**	**+ 576**
Mining, Quarrying and Oil Wells	**575**	**58**	**633**	**− 26**
Metal Mining	288	17	305	− 72
Fuels	158	24	182	+ 69
Non-Metal Mining	27	—	27	− 26
Quarrying, Clay and Sand Pits	60	2	62	+ 14
Prospecting	42	15	57	− 11
Manufacturing	**12,062**	**6,630**	**18,692**	**+ 170**
Foods and Beverages	968	730	1,698	− 228
Tobacco and Tobacco Products	5	23	28	− 214
Rubber Products	131	120	251	+ 63
Leather Products	216	311	527	− 62
Textile Products (except clothing)	587	413	1,000	+ 150
Clothing (textile and fur)	429	1,969	2,398	− 468
Wood Products	1,800	202	2,002	+ 53
Paper Products	761	265	1,026	+ 207
Printing, Publishing and Allied Industries	378	336	714	− 117
Iron and Steel Products	2,437	390	2,827	+ 70
Transportation Equipment	2,109	222	2,331	− 36
Non-Ferrous Metal Products	438	189	627	+ 144
Electrical Apparatus and Supplies	422	601	1,023	+ 180
Non-Metallic Mineral Products	409	92	501	+ 67
Products of Petroleum and Coal	55	13	68	+ 24
Chemical Products	478	241	719	+ 121
Miscellaneous Manufacturing Industries	439	513	952	+ 216
Construction	**6,759**	**155**	**6,914**	**+ 525**
General Contractors	4,059	91	4,150	− 32
Special Trade Contractors	2,700	64	2,764	+ 557
Transportation, Storage and Communication	**3,119**	**349**	**3,468**	**− 173**
Transportation	2,822	164	2,986	− 238
Storage	217	37	254	− 19
Communication	80	148	228	+ 84
Public Utility Operation	**115**	**42**	**157**	**− 83**
Trade	**6,643**	**3,469**	**10,112**	**+ 1,004**
Wholesale	2,465	946	3,411	+ 362
Retail	4,178	2,523	6,701	+ 642
Finance, Insurance and Real Estate	**467**	**994**	**1,461**	**+ 236**
Service	**12,376**	**10,517**	**22,893**	**+ 2,981**
Community or Public Service	543	1,099	1,642	+ 29
Government Service	7,228	602	7,830	+ 3,057
Recreation Service	254	121	375	+ 6
Business Service	1,053	672	1,725	− 441
Personal Service	3,298	8,023	11,321	+ 330
GRAND TOTAL	**44,376**	**22,297**	**66,673**	**+ 3,540**

[1]Preliminary—subject to revision.

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT FEBRUARY 28, 1964(1)

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	9,991	2,095	12,086
Clerical Workers	22,492	47,516	70,008
Sales workers	10,151	20,396	30,547
Personal and Domestic Service Workers	45,327	32,884	78,211
Seamen	4,771	106	4,877
Agriculture, Fishing, Forestry (Ex. log.)	9,901	1,078	10,979
Skilled and Semi-Skilled Workers	224,645	17,508	242,153
Food and kindred products (incl. tobacco)	2,090	642	2,732
Textiles, clothing, etc	2,393	9,799	12,192
Lumber and lumber products	29,887	158	30,045
Pulp, paper (incl. printing)	1,490	504	1,994
Leather and leather products	1,201	906	2,107
Stone, clay and glass products	784	29	813
Metalworking	14,982	966	15,948
Electrical	3,225	1,156	4,381
Transportation equipment	524	31	555
Mining	2,271	.....	2,271
Construction	69,051	8	69,059
Transportation (except seamen)	44,671	111	44,782
Communications and public utility	1,127	6	1,133
Trade and service	6,950	1,854	8,804
Other skilled and semi-skilled	29,230	941	30,171
Foremen	5,584	323	5,907
Apprentices	9,185	74	9,259
Unskilled Workers	180,847	32,795	213,642
Food and tobacco	8,325	11,294	19,619
Lumber and lumber products	19,281	431	19,712
Metalworking	5,380	628	6,008
Construction	99,137	3	99,140
Other unskilled workers	48,724	20,439	69,163
GRAND TOTAL	**508,125**	**154,378**	**662,503**

(1) Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT FEBRUARY 28, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) Feb. 28, 1964	Registrations Previous Year Feb. 28, 1963
Newfoundland	**31,055**	**30,119**
Corner Brook	6,163	6,568
Grand Falls	3,068	3,450
St. John's	21,824	20,101
Prince Edward Island	**5,709**	**6,423**
Charlottetown	3,613	4,087
Summerside	2,097	2,336
Nova Scotia	**33,695**	**35,751**
Amherst	1,267	1,383
Bridgewater	1,995	2,064
Halifax	7,011	7,593
Inverness	1,339	1,397
Kentville	3,435	3,673
Liverpool	762	798
New Glasgow	4,330	4,819
Springhill	1,038	1,073
Sydney	5,009	5,258
Sydney Mines	1,805	2,003
Truro	2,127	2,045
Yarmouth	3,577	3,645
New Brunswick	**34,146**	**36,708**
Bathurst	6,608	6,474
Campbellton	3,055	3,121
Edmundston	2,499	2,836
Fredericton	1,928	2,645
Minto	399	526
Moncton (2)	8,889	9,662
Newcastle	3,259	3,653
Saint John	3,335	2,876
St. Stephen	1,849	1,888
Sussex	615	797
Woodstock	1,710	2,230
Quebec	**213,795**	**244,798**
Alma	2,702	3,504
Asbestos	1,032	1,042
Bair Comeau	1,325	1,666
Beauharnois	1,529	1,661
Buckingham	1,323	1,743
Causapscal	3,082	3,553
Chandler	2,853	2,795
Chicoutimi	2,788	3,562
Cowansville	527	565
Dolbeau	1,767	2,404
Drummondville	2,560	2,819
Farnham	635	734
Forestville	1,719	1,636
Gaspé	2,612	2,748
Granby	2,482	3,025
Hull	5,190	5,915
Joliette	4,893	5,509
Jonquière	2,894	3,797
Lachute	1,019	1,364
Lac-Mégantic	1,460	1,813
La Malbaie	2,995	3,452
La Tuque	1,014	1,320
Lévis	5,564	5,134
Louiseville	1,455	1,771
Magog	815	1,026
Maniwaki	1,096	1,302
Matane	3,289	4,734
Mont-Laurier	1,361	1,461
Montmagny	2,530	2,667
Montréal	65,145	74,739
New Richmond	2,592	2,680
Port Alfred	1,446	2,016
Québec	16,836	16,811
Rimouski	4,883	5,913
Rivière du Loup	6,040	7,636
Roberval	1,716	2,207
Rouyn	2,696	3,229
Ste-Agathe des Monts	1,488	1,614
Ste. Anne de Bellevue	1,407	1,512
Ste. Thérèse	2,938	3,250
St. Hyacinthe	2,302	2,578
St. Jean	2,240	3,035
St. Jérôme	2,198	2,417
Sept-Iles	2,297	3,079
Shawinigan	5,106	6,204
Quebec—Concluded		
Sherbrooke	5,780	6,726
Sorel	2,289	2,650
Thetford Mines	2,511	2,471
Trois-Rivières	6,265	7,158
Val d'Or	2,193	2,092
Valleyfield	2,432	3,112
Victoriaville	2,614	2,563
Ville St. Georges	3,870	4,384
Ontario	**189,260**	**220,888**
Arnprior	510	509
Barrie	1,604	1,930
Belleville	2,280	2,512
Bracebridge	1,502	1,826
Brampton	1,540	1,777
Brantford	2,439	2,981
Brockville	765	896
Carleton Place	385	581
Chatham	2,385	2,801
Cobourg	925	1,017
Collingwood	981	972
Cornwall	3,353	3,818
Elliot Lake	463	498
Fort Erie	845	843
Fort Frances	903	826
Fort William	2,935	3,580
Galt	955	1,471
Gananoque	443	437
Goderich	745	873
Guelph	1,337	1,833
Hamilton	13,001	15,202
Hawkesbury	1,191	1,288
Kapuskasing	581	1,081
Kenora	1,212	1,409
Kingston	2,335	2,862
Kirkland Lake	900	1,196
Kitchener	2,525	3,250
Leamington	1,120	1,033
Lindsay	848	905
Listowel	463	546
London	5,463	5,827
Long Branch	3,902	4,260
Midland	1,424	1,610
Napanee	850	1,024
New Liskeard	553	586
Newmarket	1,642	1,886
Niagara Falls	3,137	3,398
North Bay	2,197	2,447
Oakville	877	996
Orillia	1,181	1,323
Oshawa	5,037	5,555
Ottawa	8,051	9,536
Owen Sound	1,965	2,341
Parry Sound	733	861
Pembroke	2,092	2,526
Perth	761	768
Peterborough	3,248	3,867
Picton	615	656
Port Arthur	4,083	5,056
Port Colborne	970	1,362
Prescott	933	1,104
Renfrew	584	780
St. Catharines	4,055	5,231
St. Thomas	1,109	1,192
Sarnia	3,041	2,937
Sault Ste. Marie	3,021	3,432
Simcoe	1,780	2,083
Smiths Falls	622	729
Stratford	742	1,073
Sturgeon Falls	1,089	1,259
Sudbury	4,988	6,517
Tillsonburg	645	689
Timmins	1,931	2,344
Toronto	48,028	54,514
Trenton	1,025	1,175
Walkerton	1,019	1,093
Wallaceburg	704	832
Welland	2,247	2,411
Weston	3,735	4,659
Windsor	6,865	9,129
Woodstock	845	1,067

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT FEBRUARY 28, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) Feb. 28, 1964	Registrations Previous Year Feb. 28, 1963
Manitoba	**29,690**	**36,120**
Brandon	2,789	3,245
Dauphin	1,939	2,290
Flin Flon	222	273
Portage la Prairie	1,421	1,694
The Pas	546	607
Winnipeg	22,773	28,011
Saskatchewan	**22,063**	**27,503**
Estevan	490	558
Lloydminster	479	654
Moose Jaw	1,561	2,081
North Battleford	1,474	1,813
Prince Albert	2,961	3,509
Regina	5,354	6,605
Saskatoon	5,125	6,542
Swift Current	1,039	1,347
Weyburn	472	643
Yorkton	3,108	3,751
Alberta	**37,318**	**42,072**
Blairmore	400	648
Calgary	11,282	13,434
Drumheller	744	790
Edmonton	17,218	17,725
Edson	472	473
Grande Prairie	1,012	1,071
Lethbridge	3,069	3,815
Medicine Hat	1,521	2,053
Red Deer	1,600	2,063
British Columbia	**65,772**	**74,689**
Chilliwack	2,185	2,226
Courtenay	1,190	1,314
Cranbrook	1,224	1,291
Dawson Creek	1,407	1,437
Duncan	717	748
Kamloops	1,561	1,753
Kelowna	1,703	1,930
Mission City	1,352	1,408
Nanaimo	1,104	1,222
Nelson	1,025	1,200
New Westminster	9,176	10,503
Penticton	2,325	2,141
Port Alberni	762	708
Prince George	1,487	1,744
Prince Rupert	1,772	1,734
Quesnel	769	1,060
Trail	1,102	1,334
Vancouver	27,882	32,459
Vernon	1,963	2,402
Victoria	4,463	4,572
Whitehorse	603	684
CANADA	**662,503**	**755,071**
Males	508,125	591,207
Females	154,378	163,864

(1)Preliminary subject to revision.

(2)Includes 1,560 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—December	4,405,000	3,872,700	532,300
November	4,191,000	3,887,600	303,400
October	4,120,000	3,901,100	218,900
September	4,114,000	3,927,700	186,300
August	4,125,000	3,932,500	192,500
July	4,078,000	3,859,000	219,000
June	4,068,000	3,847,700	220,300
May	3,996,000	3,725,100	270,900
April	4,173,000	3,607,100	565,900
March	4,242,000	3,556,700	685,300
February	4,264,000	3,543,500	720,500
January	4,259,000	3,555,900	703,100
1962—December	4,223,000	3,631,000	592,000

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, JANUARY 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	10,874	9,197	1,677	14,131	11,556	2,575	2,570
Prince Edward Island	2,211	1,913	298	2,801	2,443	358	421
Nova Scotia	15,217	12,841	2,376	19,293	16,923	2,370	2,536
New Brunswick	13,814	11,680	2,134	16,470	13,897	2,573	2,894
Quebec	80,570	61,779	18,791	102,970	86,764	16,206	24,285
Ontario	78,673	59,100	19,573	93,761	79,054	14,707	21,218
Manitoba	11,191	9,132	2,059	11,882	9,815	2,067	2,915
Saskatchewan	7,685	6,472	1,213	9,956	8,225	1,731	2,167
Alberta	13,462	10,531	2,931	14,143	11,605	2,538	4,167
British Columbia (incl. Yukon Territory)	24,878	18,932	5,946	29,202	24,355	4,847	6,879
Total, Canada, January 1964	258,575	201,577	56,998	314,609	264,637	49,972	70,052
Total, Canada, December 1963	345,306	261,881	83,425	296,827	250,786	46,041	126,086
Total, Canada, January 1963	319,400	245,726	73,674	373,544	317,556	55,988	77,099

* In addition, revised claims received numbered 54,560.

† In addition, 51,060 revised claims were disposed of. Of these, 5,520 were special requests not granted and 2,732 appeals by claimants. There were 13,783 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, JANUARY 31, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	December 31, 1963	January 31, 1963
Canada	598,561	244,770	279,266	52,568	21,957	532,331	703,081
Male	468,375	193,197	230,243	32,360	12,575	415,106	557,740
Female	130,186	51,573	49,023	20,208	9,382	117,225	145,341
Newfoundland	35,942	12,016	21,310	2,108	508	28,396	39,380
Male	33,551	11,146	20,323	1,736	346	26,614	37,486
Female	2,391	870	987	372	162	1,782	1,894
Prince Edward Island	7,284	2,392	4,649	159	84	5,589	7,802
Male	6,102	2,041	3,888	101	72	4,617	6,577
Female	1,182	351	761	58	12	972	1,225
Nova Scotia	37,386	15,943	17,626	2,645	1,172	28,894	39,971
Male	32,104	13,961	15,486	1,879	778	24,815	34,574
Female	5,282	1,982	2,140	766	394	4,079	5,397
New Brunswick	33,915	12,865	18,174	2,122	754	26,790	37,744
Male	27,364	10,755	14,897	1,262	450	21,350	31,068
Female	6,551	2,110	3,277	860	304	5,440	6,676
Quebec	179,451	75,359	81,298	16,125	6,669	166,217	208,435
Male	144,845	62,780	67,969	10,283	3,813	130,864	168,660
Female	34,606	12,579	13,329	5,842	2,856	35,353	39,775
Ontario	166,152	71,972	71,584	15,300	7,296	152,621	197,795
Male	118,461	51,277	54,402	8,625	4,157	109,606	146,142
Female	47,691	20,695	17,182	6,675	3,139	43,015	51,653
Manitoba	25,870	11,458	11,029	2,365	1,018	21,635	36,169
Male	20,305	8,633	9,434	1,534	704	17,204	27,900
Female	5,565	2,825	1,595	831	314	4,431	8,269
Saskatchewan	19,760	7,203	10,789	1,270	498	16,561	25,683
Male	16,191	5,891	9,389	682	229	13,592	20,958
Female	3,569	1,312	1,400	588	269	2,969	4,725
Alberta	32,221	11,982	15,091	3,477	1,671	28,275	38,165
Male	25,111	9,777	12,679	1,887	768	22,573	31,242
Female	7,110	2,205	2,412	1,590	903	5,702	6,923
British Columbia	60,580	23,580	27,716	6,997	2,287	57,353	71,937
Male	44,341	16,936	21,776	4,371	1,258	43,871	53,133
Female	16,239	6,644	5,940	2,626	1,029	13,482	18,804

* The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JANUARY 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	102,402	2,488,326
Prince Edward Island	23,426	521,545
Nova Scotia	101,365	2,314,428
New Brunswick	90,833	2,036,133
Quebec	573,572	14,552,081
Ontario	533,098	13,374,635
Manitoba	78,193	1,982,603
Saskatchewan	62,902	1,614,398
Alberta	96,956	2,527,039
British Columbia (including Yukon Territory)	188,872	5,000,454
Total, Canada, January 1964	1,851,619	46,411,642
Total, Canada, December 1963	1,175,063	29,360,512
Total, Canada, January 1963	2,362,257	58,559,894

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1 TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—March	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2 CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1964

(1949=100)

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Feb. 1963	Jan. 1964	Feb. 1964							
St. John's, Nfld.[1]	119.0	120.2	120.8	118.4	115.3	113.6	121.7	164.0	151.4	101.6
Halifax	130.9	131.6	131.6	126.0	133.3	127.0	137.7	166.2	170.8	124.5
Saint John	132.7	134.1	134.3	131.7	132.3	126.2	143.0	186.5	155.4	124.5
Montreal	132.4	133.9	134.7	138.3	135.2	109.8	160.5	171.6	151.8	122.3
Ottawa	133.2	134.6	135.0	131.9	137.0	122.3	156.6	170.3	143.6	125.3
Toronto	133.8	135.9	136.0	129.4	139.9	123.8	139.9	163.6	189.8	123.3
Winnipeg	129.8	131.4	131.4	129.9	128.4	123.4	136.5	179.0	140.9	125.5
Saskatoon-Regina	128.1	129.0	129.0	127.4	126.5	130.2	136.8	147.3	148.9	119.4
Edmonton-Calgary	127.4	127.5	127.7	122.1	126.6	126.9	131.5	168.8	146.8	119.5
Vancouver	131.6	131.9	131.7	129.7	134.9	119.7	139.7	151.1	150.1	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1]St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see, page 954, October 1963 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,140	0.07
1963—February	23	38	7,106	75,700	0.08
March	17	31	5,196	35,920	0.04
April	27	43	8,547	47,050	0.05
May	31	47	6,361	30,020	0.03
June	43	65	7,442	78,420	0.07
July	32	66	17,647	181,910	0.15
August	31	58	11,882	75,130	0.07
September	31	64	9,643	87,760	0.08
October	51	83	26,625	143,980	0.12
November	11	42	5,761	46,560	0.04
December	11	29	4,218	35,770	0.03
*1964—January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, FEBRUARY 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	700	2,800
Mines	3	1,359	6,120
Manufacturing	22	3,923	54,020
Construction	8	1,024	5,420
Transpn. & utilities	3	119	730
Trade	7	275	5,330
Finance			
Service	2	557	7,990
Public administration			
All industries	46	7,957	82,410

TABLE G-3—STRIKES AND LOCKOUTS, FEBRUARY 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland			
Prince Edward Island			
Nova Scotia	2	1,039	3,100
New Brunswick	1	135	2,700
Quebec	10	2,288	20,990
Ontario	25	2,165	17,040
Manitoba			
Saskatchewan	1	91	500
Alberta			
British Columbia	6	2,167	37,930
Federal	1	72	150
All jurisdictions	46	7,957	82,410

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Feb.	Accumulated		
FORESTRY						
Various logging companies, Manicouagan River Valley, Que.	CNTU	700	2,800	2,800	Feb. 15 Feb. 20	Wages~Rate per cord increased.
MINES						
Metal						
Manitou Barvue Mines, Val. d'Or, Que.	Steelworkers Loc. 4653 (AFL-CIO/CLC)	300	2,400	2,400	Feb. 20	Wages, hours, holidays, welfare benefits, vacations~
Mineral Fuels						
Old Sydney Collieries, (Princess Mine), Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	1,030	3,090	3,090	Feb. 10 Feb. 13	Alleged unsafe condition of equipment~Return of workers when conditions improved.
MANUFACTURING						
Wood						
Weyerhaeuser Canada, Sault Ste. Marie, Ont.	Woodworkers Loc. 2-1000 (AFL-CIO/CLC)	390	390	390	Feb. 28	Wages, group insurance, pension plan~
Metal Fabricating						
American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL-CIO/CLC)	177	3,540	5,700	Jan. 16	Production standards, wages, fringe benefits~
Hahn Brass, New Hamburg, Ont.	Machinists Loc. 1226 (AFL-CIO/CLC)	203	3,050	5,080	Jan. 20 Feb. 24	Wages, application of Rand formula, vacations~8¢ an hr. increase 1st yr., 8¢ an hr. 2nd. yr., and 7¢ the 3rd yr.; improved vacations and other benefits.
Transportation Equipment						
Bendix Eclipse, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC))	242	240	360	Jan. 31 Feb. 3	Proposed change in production methods, new job evaluation~Return of workers.
Victoria Machinery Depot and Yarrows Ltd., Victoria, B.C.	Boilermakers Loc. 191 (AFL-CIO/CLC) and various other unions	1,550 (46)	27,900	27,900	Feb. 5	Wages, fringe benefits~
Burrard Dry Docks, North Vancouver, B.C.	Various unions	519	8,820	8,820	Feb. 6	Wages, holidays, duration of contract~
Chemical Products						
Brunner Mond, Amherstburg, Ont.	Auto Workers Loc. 89 (AFL-CIO/CLC)	456	5,510	5,510	Feb. 13 Feb. 29	Wages, fringe benefits~8¢ an hr. increase Nov. 1, 1963, 6¢ an hr. Nov. 1, 1964.
CONSTRUCTION						
Janin Construction, St. Hyacinthe, Que.	Building Workers' Federation (CNTU)	155	3,100	6,510	Dec. 4	Wages, seniority, grievance committee~
Southern Construction, Contrecoeur, Que.	Various trade unions (Sorel Council AFL-CIO)	400	1,200	1,200	Feb. 1 Feb. 6	Non-payment of wages~ Sub-contract taken over by contractor who will be responsible for payment of wages.
Fraser-Brace Engineering, Kingston, Ont.	Plumbers Loc. 221 (AFL-CIO/CLC)	150	380	380	Feb. 26 Mar. 2	Removal of coffee machine as disciplinary action~ Return of workers
English & Mould, Sudbury, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	181	180	180	Feb. 28	Wages~
TRADE						
Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	135	2,700	5,780	Sep. 16	Wages~
Irving Oil, Various centres, Que.	Oil Workers Loc. 9-703 (AFL-CIO/CLC)	118	2,360	5,030	Jan. 4	Contracting out delivery function~

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Feb.	Accumulated		
SERVICE						
Education						
Assoc. des Commissions Scolaires Catholique du Diocese de Sherbrooke, Various centres, Eastern Townships, Que.	Assoc. des Professeurs des Écoles Catholique de la Region d'Asbestos	514	7,710	7,710	Feb. 7	Salaries~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE FOURTH QUARTER OF 1963

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects	....	....	....	....	....	....	....	....	....	....	....	....	....
Struck by:													
(a) tools, machinery, cranes, etc.	....	1	....	1	2	1	1	....	1	....	....	....	7
(b) moving vehicles	....	1	....	....	2	1	1	....	....	....	....	....	5
(c) other objects	....	18	....	3	7	6	1	....	1	....	2	....	38
Caught in, on or between machinery, vehicles, etc.	2	2	....	8	6	12	8	....	2	....	2	....	42
Collisions, derailments, wrecks, etc.	1	2	....	2	9	6	30	3	6	....	7	....	66
Falls and slips:													
(a) on same level	....	....	....	1	1	1	2	....	....	....	4	....	9
(b) to different levels	1	3	4	6	6	16	9	....	....	....	3	....	48
Conflagrations, temperature extremes and explosions	....	....	....	4	3	2	....	1	....	....	....	....	10
Inhalation, absorptions, asphyxiation and industrial diseases	....	1	....	4	5	....	1	....	....	....	....	....	11
Electric current	....	....	....	1	4	4	....	....	....	....	1	....	10
Over-exertion	....	....	....	....	....	....	....	....	....	....	1	....	1
Miscellaneous accidents	....	....	....	....	....	....	....	....	....	....	....	....	....
Total	4	28	4	30	45	49	53	4	10	....	20	....	247*

*Of this total 178 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 69 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND PROVINCE, DURING THE FOURTH QUARTER OF 1963

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	.....	.....	.....	.....	1	3	.....	.....	.....	.....	.....	4
Logging	1	1	1	.....	3	9	.....	.....	2	11	.....	28
Fishing and Trapping	.....	.....	3	.....	.....	1	.....	.....	.....	.....	.....	4
Mining and Quarrying	2	.....	2	2	.....	10	2	2	5	5	.....	30
Manufacturing	.....	.....	4	3	2	21	.....	.....	6	9	.....	45
Construction	1	.....	1	4	6	15	5	5	4	8	.....	49
Transportation, Storage and Communication	9	.....	2	.....	19	13	2	3	2	3	.....	53
Public Utilities	.....	.....	.....	1	1	.....	.....	.....	1	1	.....	4
Trade	.....	.....	3	.....	.....	5	.....	2	.....	.....	.....	10
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	.....	1	2	.....	3	6	7	1	20
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	13	1	16	10	33	79	9	15	26	44	1	247*

*See footnote to Table H-1.